MATERIAL REVIEWED AT CIA HEADQUARTERS BY
HOUSE SELECT COMMITTEE ON ASSASSINATIONS STAFF MEMBERS

FILE TITLE/NUMBER/VOLUME: FLORES, DANIEL
OP FILE

INCLUSIVE DATES:

CUSTODIAL UNIT/LOCATION:

ROOM:

DELETIONS, IF ANY: MATERIAL AFTER 1967

DATE RECEIVED	DATE RETURNED	REVIEWED BY (PRINT NAME)	SIGNATURE OF REVIEWING OFFICIAL

NO DOCUMENTS MAY BE COPIED OR REMOVED FROM THIS FILE

Last Name FLORES DANIEL First Name
SSN 460-48-6230
DOB 06/04/35
CODED

14-00000

MATERIAL REVIEWED AT CIA HEADQUARTERS BY
HOUSE SELECT COMMITTEE ON ASSASSINATIONS STAFF MEMBERS

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FLORES DANIEL
SSN 460-48-6230
DOB 06/04/35

ADMINISTRATIVE - INTERNAL USE ONLY

NAME OF EMPLOYEE (Last-First-Middle)	NAME AND RELATIONSHIP OF DEPENDENT*	CLAIM NUMBER
FLORES, Daniel	self	79 0606

There is on file in the Personal Affairs Branch, Benefits and Services Division, Office of Personnel, an Official Disability Claim File on the above named employee (or his dependent*) for an illness, injury, or death incurred on 1/4/79.

This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File.

DATE OF NOTICE	SIGNATURE OF BSD REPRESENTATIVE
7 Jun 1979	Ernest L. Hardt

NOTICE OF OFFICIAL DISABILITY CLAIM FILE

14-00000

ADMINISTRATIVE - INTERNAL USE ONLY

NAME OF EMPLOYEE (Last-First-Middle)	NAME AND RELATIONSHIP OF DEPENDENT*	CLAIM NUMBER
FLORES, Daniel	Self	78-0668

There is on file in the Personal Affairs Branch, Benefits and Services Division, Office of Personnel, an Official Disability Claim File on the above named employee (or his dependent*) for an illness, injury, or death incurred on 4/12/78.

This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File.

DATE OF NOTICE	SIGNATURE OF BSD REPRESENTATIVE
6/6/78	Ernest L. Bardt

NOTICE OF OFFICIAL DISABILITY CLAIM FILE

SECRET
(When Filled In)

31 JAN 1978

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 27 January 1978

1 SERIAL NUMBER	2 NAME (Last-First-Middle)
036130	Flores, Daniel

3 NATURE OF PERSONNEL ACTION	4 EFFECTIVE DATE REQUESTED (Month / Day / Year)	5 CATEGORY OF EMPLOYMENT
Reassignment	02 / 11 / 78	Regular

6. FUNDS	V TO V	V TO CF	7. FAN AND NSCA	8 LEGAL AUTHORITY (Completed by Office of Personnel)
	CF TO V	CF TO CF	8035 0990 0000	

9 ORGANIZATIONAL DESIGNATIONS	10 LOCATION OF OFFICIAL STATION
DDO/LA Division Foreign Field Mexico City, Mexico Station Independent Ops Branch	Mexico City, Mexico

11. POSITION TITLE	12 POSITION NUMBER	13 CAREER SERVICE DESIGNATION
Operations Officer (14)	GK76	DOG

14 CLASSIFICATION SCHEDULE (GS, LB, etc.)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17. SALARY OR RATE
GS	0136.01	13 ~~4~~ 2	$ ~~[illegible]~~ 26887

18 REMARKS

Reassigned from position FS35

CMS/MSB [signature]

This action reflects WGI- 1/29/78

18A SIGNATURE OF REQUESTING OFFICIAL	DATE SIGNED	18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER	DATE SIGNED
J. Halpin CLA/PERS [signature]	1/27/78	CMS 13 [signature]	1/27/78

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING NUMERIC	ALPHABETIC	22 STATION CODE	23 INTEGREE CODE	24 NOOTPS CODE	25 DATE OF BIRTH MO. DA. YR.	26 DATE OF GRADE MO. DA. YR.	27 DATE OF LEI MO. DA. YR.
37	10	51620	LA	45075		3	08 04 35		

28 NTE EXPIRES MO. DA. YR.	29 SPECIAL REFERENCE	30 RETIREMENT DATA (1—CSC 2—OASDI 3—FICA 4—NONE) CODE	31 SEPARATION DATA CODE	32 CORRECTION/CANCELLATION DATA TYPE MO. DA. YR.	EOD DATA	33 SECURITY REQ. NO.	34 SEX

35 VET PREFERENCE CODE (0—NONE 1—5 PT 2—10 PT)	36 SERV COMP DATE MO. DA. YR.	37 LONG COMP DATE MO. DA. YR.	38 CAREER CATEGORY (CAR, RESV, PROV, TEMP) CODE	39 FEGLI HEALTH INSURANCE CODE (0—WAIVED 1—REG 2—REG/OPT 3—INELIGIBLE) HEALTH INS CODE	40 SOCIAL SECURITY NO

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE (0—NO PREVIOUS SERVICE 1—NO BREAK IN SERVICE 2—BREAK IN SERVICE (LESS THAN 3 YEARS) 3—BREAK IN SERVICE (MORE THAN 3 YEARS))	42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXECUTED (1—YES 2—NO) CODE NO TAX EXEMPTIONS	44 STATE TAX DATA FORM EXECUTED (1—YES 2—NO) CODE NO TAX EXEMP STATE CODE

45 POSITION CONTROL CERTIFICATION	46 O P APPROVAL	DATE APPROVED
1.27.78 AED	Ann E. D[illegible] [signature]	1-31-78

FORM 1152 USE PREVIOUS EDITION

SECRET

E 2 IMPDET CL BY 007622

14-00000

[X] SECRET [ ] CONFIDENTIAL [ ] INTERNAL USE ONLY [ ] UN... FIED

REQUEST FOR PCS OVERSEAS EVALUATION

OMS DATE	1 REQUEST DATE (DA MO YR)	2	APPLICANT HAS APPLICANT BEEN SEEN BY OMS	[X] YES
	12 Sept 77		DEPENDENT(S)	X EMPLOYEE

3 NAME (Last First Middle)	4 SOCIAL SECURITY NO	5	6 DOB (DA MO YR)	7 SEX
Flores, Daniel	460-28-[redacted]	[redacted]	4 Aug 35	M

8 GRADE	9 APPLICATION CD	10 DIRECTORATE/OFFICE DIVISION	11 EMP EXT	12 POSITION TITLE
13	All	DDO/LA	5270	Ops Officer

COMPLETE 13-19 FOR EACH DEPENDENT TO ACCOMPANY OR SEEN WITH EMPLOYEE ONLY IF 2 IS CHECKED "DEPENDENT(S)"

13 DEPENDENT NAME (L F M)	14 SOC SEC NO	15	16 DOB (DMY)	17 SEX	18 RELATIONSHIP	19 DEPENDENT PREVIOUSLY SEEN BY OMS (yes no)
		[redacted]				

20 REQUESTED ACTION (more than one action is acceptable)

APPLICANT		PRE EMPLOYMENT		EOD
ASSIGNMENTS	X	O/S PCS	STATION: Mexico City; TYPE COVER: Nominal State	ETD/ETA (DA MO YR): 14 Oct 77; POSITION: Ops Officer; NO OF DEPENDENTS TO ACCOMPANY OR RETURN: 3
		O/S TDY		
		O/S RETURNEE		FITNESS FOR DUTY
		O/S TDY STANDBY		RETURN TO DUTY
		O/S PLANNING		SPECIAL TRAINING
SEPARATION		RETIREMENT		MOR/CIARDS
ROUTINE		REGULAR ANNUAL		EXECUTIVE ANNUAL

OTHER (specify): MDR/CSC; MPT/PHE

21 COMMENTS

Assignment to Tokyo, Japan has been cancelled, Subject is now being considered for Mexico City.

22 REQUESTING DIRECTORATE OFFICE DIV	23 ROOM/BLDG	24 EXTENSION	25 SIGNATURE OF REQUESTING OFFICER
DDO/LA/PERS	3C3113 Hqs	5270	Diane M. Hoy

26 OFFICE OF SECURITY DISPOSITION

27 OVERSEAS CANDIDATE REVIEW PANEL DISPOSITION

QUALIFIED FOR PROPOSED ASSIGNMENT OVERSEAS

Jane Wurz [signature] 7 OCT 1977

Chairman, Overseas Candidate Review Panel

[ ] UNCLASSIFIED [ ] INTERNAL USE ONLY [ ] CONFIDENTIAL [ ] SECRET E2 IMPDET CL BY ____

FORM 2598

8 - OP/SAS
(when applicable)

SECRET
(When Filled In)

28 ... 1977

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 21 March 1977

1 SERIAL NUMBER: 036130

2 NAME (Last-First-Middle): FLORES, DANIEL

3 NATURE OF PERSONNEL ACTION: REMOVAL FROM PARTICIPATION IN CIA RETIREMENT SYSTEM

4 EFFECTIVE DATE REQUESTED: MONTH 04 DAY 10 YEAR 77

5 CATEGORY OF EMPLOYMENT: REGULAR

6 FUNDS: V TO V | V TO CF | CF TO V | X CF TO CF

7. FAN AND NSCA: 7135-4534-0000

8 LEGAL AUTHORITY (Completed by Office of Personnel): PL 88-643, Sect. 203

9 ORGANIZATIONAL DESIGNATIONS: DDO/LA

10. LOCATION OF OFFICIAL STATION: WASH., D.C.

11. POSITION TITLE:

12 POSITION NUMBER:

13 CAREER SERVICE DESIGNATION: DQG

14 CLASSIFICATION SCHEDULE (GS, LB, etc.): GS

15 OCCUPATIONAL SERIES:

16 GRADE AND STEP: 13

17 SALARY OR RATE: $

18 REMARKS

SUBJECT REMOVED FROM SYSTEM IN ACCORDANCE WITH HN 20-763.

18A SIGNATURE OF REQUESTING OFFICIAL | DATE SIGNED | 18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER | DATE SIGNED

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE | 20 EMPLOY CODE | 21 OFFICE CODING (NUMERIC, ALPHABETIC) | 22 STATION CODE | 23 INTEGREE CODE | 24 HOOTES CODE | 25 DATE OF BIRTH: 03 04 35 | 26 DATE OF GRADE (MO DA YR) | 27 DATE OF LEI (MO DA YR)

28 NTE EXPIRES (MO DA YR) | 29 SPECIAL REFERENCE | 30 RETIREMENT DATA (1—CSC, 2—ORGN, 3—FICA, 4—NONE) CODE 1 | 31 SEPARATION DATA CODE | 32 CORRECTION CANCELLATION DATA (TYPE, MO DA YR) | EOD DATA | 33 SECURITY REQ NO | 34 SEX

35 VET PREFERENCE CODE (0—NONE, 1—5 PT, 2—10 PT) | 36 SERV COMP DATE (MO DA YR) | 37 LONG COMP DATE (MO DA YR) | 38 CAREER CATEGORY (CAR RES/PROV, TEMP) CODE | 39 FEGLI HEALTH INSURANCE CODE (0—WAIVED, 1—REG, 2—REG/OPT, 3—INELIGIBLE), HEALTH INS. CODE | 40 SOCIAL SECURITY NO

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE (0—NO PREVIOUS SERVICE, 1—NO BREAK IN SERVICE, 2—BREAK IN SERVICE (LESS THAN 3 YEARS), 3—BREAK IN SERVICE (MORE THAN 3 YEARS)) | 42 LEAVE CAT CODE | 43 FEDERAL TAX DATA (FORM EXECUTED 1—YES 2—NO, CODE, NO TAX EXEMPTIONS) | 44 STATE TAX DATA (FORM EXECUTED 1—YES 2—NO, CODE, NO TAX EXEMP, STATE CODE)

45 POSITION CONTROL CERTIFICATION: 3-24-77 [signature] ... MAR 1977

46 O P APPROVAL: [signature] Vauney

DATE APPROVED: 21 Mar 77

14-00000

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 15 February 1977

1 SERIAL NUMBER	2 NAME (Last-First-Middle)
036130	Flores, Daniel

3 NATURE OF PERSONNEL ACTION	4 EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR)	5 CATEGORY OF EMPLOYMENT
Reassignment	02 / 26 / 77	Regular

6 FUNDS: V TO V; V TO CF; CF TO V; X CF TO CF

7. FAN AND NSCA: 7135-4534 0000

8 LEGAL AUTHORITY (Completed by Office of Personnel)

9 ORGANIZATIONAL DESIGNATIONS	10 LOCATION OF OFFICIAL STATION
DDO/LA Division Cuba Operations Group EA Area	Washington, D. C.

11 POSITION TITLE	12. POSITION NUMBER	13 CAREER SERVICE DESIGNATION
Operations Officer (13)	FS35	DQG

14 CLASSIFICATION SCHEDULE (GS, LB, etc.)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE
GS	0136.01	13 1	$24,308

18. REMARKS

Reassigned from DDO/LA Position CQ 66

CMS/MSB [signature] 2-17-77

18A SIGNATURE OF REQUESTING OFFICIAL	DATE SIGNED	18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER	DATE SIGNED
[signature] J. Halpin CLA/PERS	15Feb77	[signature] CMS/13	2-24-77

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING NUMERIC	ALPHABETIC	22 STATION CODE	23 INTEGREE CODE	24 HOOTRS CODE	25 DATE OF BIRTH MO DA YR	26 DATE OF GRADE MO DA YR	27 DATE OF LEI MO DA YR
37	10	51500	LA	75013			09 10 35		

28 NTE EXPIRES (MO DA YR); 29 SPECIAL REFERENCE; 30 RETIREMENT DATA (1—CS, 2—OFGB, 3—FICA, 4—NONE) CODE; 31 SEPARATION DATA CODE; 32 CORRECTION CANCELLATION DATA (TYPE, MO DA YR); EOD DATA; 33 SECURITY REQ. NO; 34 SEX

35 VET PREFERENCE (CODE: 0—NONE, 1—5 PT, 2—10 PT); 36 SERV COMP DATE (MO DA YR); 37 LONG COMP DATE (MO DA YR); 38 CAREER CATEGORY (CAR/RESV, PROV/TEMP, CODE); 39 FEGLI HEALTH INSURANCE (CODE: 0—WAIVED, 1—REG, 2—REG/OPT, 3—INELIGIBLE; HEALTH INS CODE); 40 SOCIAL SECURITY NO

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE (CODE: 0—NO PREVIOUS SERVICE, 1—NO BREAK IN SERVICE, 2—BREAK IN SERVICE (LESS THAN 3 YEARS), 3—BREAK IN SERVICE (MORE THAN 3 YEARS)); 42 LEAVE CAT CODE; 43 FEDERAL TAX DATA (FORM EXECUTED 1—YES 2—NO, CODE, NO TAX EXEMPTIONS); 44 STATE TAX DATA (FORM EXECUTED 1—YES 2—NO, CODE, NO TAX EXEMP, STATE CODE)

45 POSITION CONTROL CERTIFICATION	OP APPROVAL	DATE APPROVED
2-25-77 [initials]	01 MAR 1977 [signature]	2-28-77

FORM 1152 USE PREVIOUS EDITION

SECRET

E2 IMPDET CL BY 007622

14-00000

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 19 January 1977

1 SERIAL NUMBER	2 NAME (Last-First-Middle)
036130	Flores, Daniel

3 NATURE OF PERSONNEL ACTION	4 EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR)	5 CATEGORY OF EMPLOYMENT
PROMOTION	01 / 30 / 77	Regular

6. FUNDS		7. FAN AND NSCA	8 LEGAL AUTHORITY (Completed by Office of Personnel)
V TO V / V TO CF / CF TO V / XX CF TO CF		7135 4534 0000	

9. ORGANIZATIONAL DESIGNATIONS	10 LOCATION OF OFFICIAL STATION
DDO/LA Division Cuba Operations Group WH Area	Washington, D.C.

11 POSITION TITLE	12 POSITION NUMBER	13 CAREER SERVICE DESIGNATION
Operations Officer (13)	CQ66	DQG

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE
GS	0136.01	13 1	$24,308

18 REMARKS

FROM: GS-12/4, $22,485

fr 12/4

18A SIGNATURE OF REQUESTING OFFICIAL	DATE SIGNED	18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER	DATE SIGNED
John Halpin, C/LA/PERS	19 Jan 77	[signature]	21 Jan 77

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING (NUMERIC / ALPHABETIC)	22 STATION CODE	23 INTEGREE CODE	24 HOOTS CODE	25 DATE OF BIRTH	26 DATE OF GRADE	27 DATE OF LEI
22	10	51500 / LA	75013		1	08 04 35	01 30 77	01 30 77

IOD DATA

[signature] 1/25/77 [signature] 1/26/77

1152 USE PREVIOUS EDITION SECRET

14-00000

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 10 November 1976

1. SERIAL NUMBER	2. NAME (Last-First-Middle)
036130	Flores, Daniel

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR)	5. CATEGORY OF EMPLOYMENT
Reassignment	12 / 04 / 76	Regular

6. FUNDS	V TO V	V TO CF	CF TO V	CF TO CF	7. FAN AND NSCA	8. LEGAL AUTHORITY (Completed by Office of Personnel)
				X	7135-4534 0000	

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDO/LA Division Cuba Operations Group WH Area	Washington, D. C.

11. POSITION TITLE	12. POSITION NUMBER	13. CAREER SERVICE DESIGNATION
Operations Officer (12)	CQ67	DQG

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	0136.01	12 ~~8~~ 4	~~21,804~~ 22485

18. REMARKS

Reassigned from DDA/OTR Position BD 33

Concur: Hugh McClafferty 10 Nov 76 (telecord)
OTR/PERS

CMS/MSB ___ [signature] CMS/MSB 11-16-76

18A. SIGNATURE OF REQUESTING OFFICIAL	DATE SIGNED	18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER	DATE SIGNED
[signature] John F. Halpin C/LA/PERS	10 Nov 76	Gregory A. [signature] C/WH-10	11/15/76

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. EMPLOY. CODE	21. OFFICE CODING NUMERIC	ALPHABETIC	22. STATION CODE	23. INTEGREE CODE	24. HOURS CODE	25. DATE OF BIRTH (MO DA YR)	26. DATE OF GRADE (MO DA YR)	27. DATE OF LEI (MO DA YR)
37	10	51500	LA	75013			[illegible]		

28. EOD DATA

[signature] 11/29/76

[illegible]

SECRET

S E C R E T
EYES ONLY

20 OCT 1976

MEMORANDUM FOR: Chairman, GS-12 Evaluation Board

FROM : Raymond A. Warren
Chief, Latin America Division

SUBJECT : Recommendation for Promotion to Grade GS-13, Daniel Flores

1. Mr. Daniel Flores was recently assigned to OTR as an operations instructor to capitalize on his fine operational record which he developed during his two field assignments in Guayaquil, Ecuador, and in Lima, Peru, and his most recent operational assignment with LA/COG. His overall performance has clearly been characterized by exceptional proficiency and he has been rated by his most recent supervisor as "outstanding" for his handling of a sensitive on-island case and his development and pursuit of Cuban operational leads. Mr. Flores has definite growth potential and clearly meets or exceeds the criteria for promotion to Grade GS-13, a promotion which is most strongly recommended.

2. During the past year Mr. Flores was responsible for handling a very sensitive and well placed on-island Cuban asset. This asset is probably one of the "messiest and disorganized individuals" with whom a case officer in this Agency has had to contend. However, Mr. Flores clearly demonstrated his fine handling abilities in his manipulation and exploitation of this agent. As a result of his guidance and his ability to effectively debrief this person, Mr. Flores was able to make this asset one of our most productive on-island sources. During the last year this source produced 51 reports on subject matter which often commanded attention at the highest levels of our government.

3. Mr. Flores has shown a remarkable growth potential during the last year. He is determined, persistent, serious, and commendably aggressive. He is mature, self-assured, and his operational decisions are sound. His managerial skills are in keeping with his operational potential. He was often called

S E C R E T
EYES ONLY

E2 IMPDET
CL BY 025231

upon in the last twelve months to act as Chief of his section, a GS-14 position. He demonstrated sound leadership qualities by stimulating interest and enthusiasm in his staff. His operational programs were aggressive and imaginative. Mr. Flores' supervisory talents combined with his excellent professional skills portend a continuing and successful career in this Agency.

4. While assigned to LA/COG, Mr. Flores was involved in the spotting, assessing, developing access to, and eventually pitching a Cuban who was the head of Cubana Airlines in a Latin American country. The recruitment pitch was not successful but the details of this operation were handled in the most professional manner. Mr. Flores developed more leads to relatives and friends of Cuban officials during this period than any other LA/COG operations officer. He has native fluency in Spanish and feels "at home" operating in the field. While in LA/COG Mr. Flores was called upon to do a considerable amount of TDY travel since he was on call to meet his on-island asset anytime, any place whenever the agent traveled out of Cuba. In addition to these travels, Mr. Flores did a lot of traveling seeking out and debriefing potential access agents. During this last year he clearly demonstrated his ability to function independently and to assume responsibilities usually reserved for officers much more senior in grade and experience.

5. Mr. Flores was assigned in July 1976 to OTR on a two-year rotational assignment as an operations instructor. Upon completion of this assignment, Mr. Flores will return to this Division to assume responsibilities, either at Headquarters or in the field, commensurate with his demonstrated operational and managerial talents. In recognition of Mr. Flores' outstanding agent handling skills, his overall professional competency, and his obvious growth potential, it is strongly recommended that Mr. Flores be promoted to Grade GS-13.

Raymond A. Warren

14-00000

SECRET

21 September 1976

MEMORANDUM FOR: Chief, OTR/LTD

FROM : Walter R. Cox
Chief, ALT Unit

SUBJECT : Completion of Training Report
Trainee: Daniel Flores
Training Program: MURAD

1. For your information and for documentation in Daniel Flores' official personnel file, this memorandum certifies that he received the five-day SAI Persuasion Skills course at an NOCB safesite in Arlington, Virginia, between 11 and 17 August 1976. The instructor was Mr. George Steitz.

2. Briefly, the SAI course is a program in human relations and communications effectiveness on the interpersonal level. It provides the trainee with a framework for analyzing problems usually encountered in supervisory or in agent development, recruitment, and handling situations and with a system for presenting his ideas in a way standing the best chance for success in gaining a target individual's willing acceptance. Flores was an active and most interested participant throughout the program and achieved a good understanding of the basic principles involved. A copy of his course critique is attached for your information.

3. Since Flores is an ALT Instructor, we plan to dispense with the formality of a post-training questionnaire.

Walter R. Cox

Originated by:
George W. Steitz

E-2 Impdet.
Classified by 024097.

SECRET

CTR/ALT
Staff

Trainee: Mr. Daniel Flores
Instructor: Mr. Steitz

August 1976

To assist us in making decisions about future SAI training or application, your answers to the following questions will be most appreciated.

1. Do you feel SAI training was helpful to you? (If you choose to do so, please explain why or how.) This course was extremely useful to me. One of the main features of the course -- how to perceive the others persons objectives before your own -- was of particular interest because, as an instructor it will be one of the main tools I will use in evaluating the level of understanding of each trainee. This experience will also be very helpful to me in my career as a case officer. I can think of several instance where SAI could have helped me turn several failures (recruitment pitches) into successes.

2. Did SAI training provide you with any concepts or tools which can be applied in a practical way to your work problems? To your personal life? Any examples you care to mention? The benefits that this course will provide for me in my job as an instructor are clear. I am absolutely certain that putting the SAI concept into practice will bring forth not only self satisfication but career benefits as well. This will also be very helpful to me in my personal life. I can see now that some of the concepts will be put to work immediately.

3. What elements, segments, or aspects of the SAI training were of the most interest or use to you? The greatest revelation from an operational point of view, was the clarifcation of perhaps an erroneous idea we have about obtaining our intelligence objectives. I always operated under the belief that the most important thing in my work was to attain my objectives, i.e. the recruitment of an agent. SAI revealed that this is true but it also revealed that it is more important to first considered the target's (agent's) objectives. Once we do this our chances (in my opinion after taking SAI) success would probably increase by at least 90 per cent. If I were to stress one point it would be that more emphasis be placed on dealing with the target's rather than the CO's objectives.

4. Would you recommend SAI training for other of our personnel?
I am sure that many people would be recommended for this training and that all would benefit from it. However, I would strongly recommend that personnel officers be given SAI as a prerequisite to their [illegible]. [illegible] would certainly help them in dealing with large numbers of different people.

14-00000

5. What other components or categories of personnel do you believe would benefit from SAI training to a degree making it worthwhile for them to receive it?

6. Please comment, if you have any definite opinion, on the duration and pace of the training: too long/short? too fast/slow? The pace of the course was exellent. However, adding one or two more days would certainly help in putting the SAI concepts into practice by the trainee himself. That is, perhaps a live excercise with a person who is not aware of the training situation. A trainee could be tasked to elicit information from an unwitting participant. The use of videotapes and/or movies would help in testing the trainees perceptiveness through the course.

7. Any other comments you may wish to make:

A brief comment about the instructor. He was definitely responsible for the success of the course. Mr. Steitz showed excellent knowledge of the SAI material and throughout the course kept the student's interest alive x by showing tremendous enthusiasm in what he was teaching. The end result of the professionalism that Mr. Steitz demonstrated in the class is reflected in the comments stated here and in the confiddnce he instilled in me personally.

8. On a scale of 1 to 5, how would you rate SAI training in relation to other training you have received from the Agency? Please encircle applicable number:

Non-Essential	Slightly Helpful	Generally Helpful	Very Helpful	Essential
1	2	3	4	5
				X

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 25 June 1976

1. SERIAL NUMBER: 036130

2. NAME (Last-First-Middle): FLORES, Daniel

3. NATURE OF PERSONNEL ACTION: Reassignment

4. EFFECTIVE DATE REQUESTED: MONTH 06 DAY 21 YEAR 76

5. CATEGORY OF EMPLOYMENT: Regular

6. FUNDS: V TO V / V TO CF / CF TO V / X CF TO CF

7. FAN AND NCCA: 6175-3010 0000

8. LEGAL AUTHORITY (Completed by Office of Personnel)

9. ORGANIZATIONAL DESIGNATIONS:
DDA/OTR
Functional Training Division
Operations Training Branch

10. LOCATION OF OFFICIAL STATION: Washington, D.C.

11. POSITION TITLE: Instructor-Ops (13)

12. POSITION NUMBER: BD33

13. CAREER SERVICE DESIGNATION: DQB

14. CLASSIFICATION SCHEDULE (GS, LB, etc.): GS

15. OCCUPATIONAL SERIES: 1712.32

16. GRADE AND STEP: 12 3

17. SALARY OR RATE: $ 20678

18. REMARKS

CONCUR: LA/PERS

Concur: DDO/MSB/MPC

payroll
security

18A. SIGNATURE OF REQUESTING OFFICIAL: Harry E. Fitzwater, DTR

DATE SIGNED: 29 Jun 76

18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER: DDO/CMG/12

DATE SIGNED

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING NUMERIC	ALPHABETIC	22 STATION CODE	23 INTEGREE CODE	24 HOURS CODE	25 DATE OF BIRTH	26 DATE OF GRADE	27 DATE OF LEI
37	10	17500	OTR	75013		1	05 04 35		

EOD DATA

08 JUL 1976

SECRET

14-00000

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 26 AUGUST 1975

1 SERIAL NUMBER	036130
2 NAME (Last-First-Middle)	FLORES, DANIEL
3 NATURE OF PERSONNEL ACTION	CONVERSION FROM FSR STATUS
4 EFFECTIVE DATE REQUESTED (MONTH DAY YEAR)	09 14 75
5 CATEGORY OF EMPLOYMENT	REGULAR
6 FUNDS	V TO V / V TO CF / CF TO V / X CF TO CF
7. FAN AND NSCA	6135-4534 0000
8 LEGAL AUTHORITY (Completed by Office of Personnel)	
9 ORGANIZATIONAL DESIGNATIONS	DDO/LA~~TIN AMERICA~~ DIVISION CUBA OPERATIONS GROUP OPS BRANCH
10 LOCATION OF OFFICIAL STATION	WASHINGTON, D.C.
11 POSITION TITLE	OPERATIONS OFFICER (14)
12 POSITION NUMBER	CQ65
13 CAREER SERVICE DESIGNATION	DQB
14 CLASSIFICATION SCHEDULE (GS, LB, etc.)	GS
15 OCCUPATIONAL SERIES	0136.01
16 GRADE AND STEP	12 2
17 SALARY OR RATE	$ 19,078
18 REMARKS	
18A SIGNATURE OF REQUESTING OFFICIAL	H.L. BERTHOLD, C/LA/PERS
DATE SIGNED	26 AUG 75
18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER	[signature]
DATE SIGNED	[illegible]

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING NUMERIC	ALPHABETIC	22 STATION CODE	23 INTEGREE CODE	24 HOURS CODE	25 DATE OF BIRTH	26 DATE OF GRADE	27 DATE OF LEI
56	10	5100	LA	1)613			05 24 35		

EOD DATA

[signature] 9 5 75

SECRET

14-00000

D-WO

SECRET
(When Filled In)

4DF REQUEST FOR PERSONNEL ACTION

DATE PREPARED	10 SEPTEMBER 1974
1. SERIAL NUMBER	036130
2. NAME (Last-First-Middle)	FLORES, DANIEL
3. NATURE OF PERSONNEL ACTION	REASSIGNMENT
4. EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR)	09 / 15 / 74
5. CATEGORY OF EMPLOYMENT	REGULAR
6. FUNDS	V TO V; CF TO V; XX V TO CF; CF TO CF
7. FAN AND NSCA	5135 4534 0000
8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS	DDO/WH DIVISION [redacted] WH/COG OPS BRANCH
10. LOCATION OF OFFICIAL STATION	WASH[redacted], D.C.
11. POSITION TITLE	POL OFF ATTACHE OPS OFFICER
12. POSITION NUMBER	1159
13. CAREER SERVICE DESIGNATION	DQB
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	FSR GS
15. OCCUPATIONAL SERIES	0136.01
16. GRADE AND STEP	06 1 12 1
17. SALARY OR RATE	13,863 17,497

18. REMARKS

From position 1134

~~Temporary ...~~

Wash., D.C

18A. SIGNATURE OF REQUESTING OFFICIAL	DATE SIGNED	18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER	DATE SIGNED
H.L. BERTHOLD D/WH/PERS	12 Sep 74	[signature]	16 Sept 74

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING (NUMERIC / ALPHABETIC)	22. STATION CODE	23. INTEGREE CODE	24. VETERANS CODE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI
37	10	51600 WH	05013	S	1	08 04 35		

EOD DATA

40. ... 10 SEP 1974

[signature] ... [signature] ... 9/16/7

G 40

G 42

FORM 1152 USE PREVIOUS EDITION

SECRET

14-00000

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 11 July 74

1 SERIAL NUMBER	2 NAME (Last-First-Middle)
036130	Flores, Daniel

3 NATURE OF PERSONNEL ACTION	4 EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR)	5 CATEGORY OF EMPLOYMENT
Reassignment	07 / 22 / 74	Regular

6 FUNDS	V TO V	V TO CF	CF TO V	CF TO CF	7 FAN AND NSCA	8 LEGAL AUTHORITY (Completed by Office of Personnel)
				X	5135-4534 0000	

9 ORGANIZATIONAL DESIGNATIONS	10 LOCATION OF OFFICIAL STATION
DDO/WH Division WH/COG Ops Support Branch	Washington, D.C.

11 POSITION TITLE	12 POSITION NUMBER	13 CAREER SERVICE DESIGNATION
Pol Officer Attache Ops Officer (12)	1134	DQB

14 CLASSIFICATION SCHEDULE (GS, LB, etc.)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE
FSR GS	0136.01	06 1 12 1	13,863 $ 17,497

18 REMARKS

From Lima, Peru 57085

* Lima, Peru

18A SIGNATURE OF REQUESTING OFFICIAL	DATE SIGNED	18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER	DATE SIGNED
H. L. Berthold, C/WH/PERS	11 July 74	[signature]	7/18/74

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING NUMERIC	ALPHABETIC	22 STATION CODE	23 INTEGREE CODE	24 NCOTES CODE	25 DATE OF BIRTH	26 DATE OF GRADE	27 DATE OF LEI
37	10	51500	CO/	75015	5	1	08 14 35		

28 NTE EXPIRES · 29 SPECIAL REFERENCE · 30 RETIREMENT DATA · 31 SEPARATION DATA CODE · 32 CORRECTION/CANCELLATION DATA · EOD DATA · 33 SECURITY REQ NO · 34 SEX

35 VET PREFERENCE · 36 SERV COMP DATE · 37 LONG COMP DATE · 38 CAREER CATEGORY · 39 FEGLI/HEALTH INSURANCE · 40 SOCIAL SECURITY NO

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE · 42 LEAVE CAT CODE · 43 FEDERAL TAX DATA · 44 STATE TAX DATA

45 POSITION CONTROL CERTIFICATION · 46 OP APPROVAL · DATE APPROVED

45	46	DATE APPROVED
05 7/22/74	[signature]	7/23/74

FORM 1152 USE PREVIOUS EDITION

SECRET

14-00000

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 18 June 1974

1 SERIAL NUMBER	2 NAME (Last-First-Middle)
036130	FLORES DANIEL

3 NATURE OF PERSONNEL ACTION	4 EFFECTIVE DATE REQUESTED (Month / Day / Year)	5 CATEGORY OF EMPLOYMENT
DESIGNATION AS A PARTICIPANT IN THE CIA RETIREMENT AND DISABILITY SYSTEM	06 / 23 / 74	REGULAR

6 FUNDS		V TO V		V TO CF	7 COST CENTER NO.	8 LEGAL AUTHORITY (Completed by Office of Personnel)
		CF TO V	X	CF TO CF	4135 7084 0000	PL 88-643 SECT. 203

9 ORGANIZATIONAL DESIGNATIONS	10 LOCATION OF OFFICIAL STATION
DDO/WH Division	LIMA, Peru

11. POSITION TITLE	12 POSITION NUMBER	13 CAREER SERVICE DESIGNATION
		D

14 CLASSIFICATION SCHEDULE (GS, LB, etc.)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE
		12	$

18 REMARKS

EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF THIS DESIGNATION AND RIGHT OF APPEAL TO THE DIRECTOR OF CENTRAL INTELLIGENCE.

18A SIGNATURE OF REQUESTING OFFICIAL	DATE SIGNED	18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER	DATE SIGNED

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING (Numeric / Alphabetic)	22 STATION CODE	23 INTEGREE CODE	24 VOUCHER CODE	25 DATE OF BIRTH (Mo Da Yr)	26 DATE OF GRADE	27 DATE OF LEI
					3	08 04 35		

28 NTE EXPIRES	29 SPECIAL REFERENCE	30 RETIREMENT DATA (Code)	31 SEPARATION DATA CODE	32 CORRECTION CANCELLATION DATA	EOD DATA	33 SECURITY REQ NO	34 SEX
		2					

35 VET PREFERENCE | 36 SERV COMP DATE | 37 LONG COMP DATE | 38 CAREER CATEGORY | 39 FEGLI HEALTH INSURANCE | 40 SOCIAL SECURITY NO

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE | 42 LEAVE CAT CODE | 43 FEDERAL TAX DATA | 44 STATE TAX DATA

45 POSITION CONTROL CERTIFICATION: GK 06/21 | 46 CP APPROVAL: See memo signed by D/Pers dated 6/21/74 | DATE APPROVED

Form 1152 USE PREVIOUS EDITION
(1-71)

SECRET

E2 IMPDET CL BY 007622

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 19 NOVEMBER 1973

1. SERIAL NUMBER	2. NAME (Last-First-Middle)
036130	FLORES DANIEL

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR)	5. CATEGORY OF EMPLOYMENT
PROMOTION	11 / 25 / 73	REGULAR

6. FUNDS	V TO V	V TO CF	CF TO V	CF TO CF
			X	

7. FAN AND NSCA: 4135 1084 0000

8. LEGAL AUTHORITY (Completed by Office of Personnel)

9. ORGANIZATIONAL DESIGNATIONS
DDO/WH DIVISION
FOREIGN FIELD
BR 3 - LIMA, PERU STATION

10. LOCATION OF OFFICIAL STATION: LIMA, PERU

11. POSITION TITLE	12. POSITION NUMBER	13. CAREER SERVICE DESIGNATION
POL OFFICER ATTACHE OPS OFFICER (12)	0136	D

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
FSR GS	0136.01	06 1 12 1	13863 $ 17497

18. REMARKS
From: GS-11.4
HOME BASE: WH *Lima, Peru

Irving V. Blandford
[illegible]

18A. SIGNATURE OF REQUESTING OFFICIAL	DATE SIGNED	18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER	DATE SIGNED
Jane Wurz, AC/WH/Pers	19 Nov 73	[signature]	

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 EMPLOY. CODE	21 OFFICE CODING NUMERIC	ALPHABETIC	22 STATION CODE	23 INTEGREE CODE	24 HOURS CODE	25. DATE OF BIRTH MO DA YR	26 DATE OF GRADE MO DA YR	27 DATE OF LEI MO DA YR
22	10	51760	[illegible]	52085	5	3	03 07 35	11 25 73	11 25 73

28 NTE EXPIRES MO. DA. YR. | 29. SPECIAL REFERENCE | 30 RETIREMENT DATA (1-CS, 2-FICA, 3-FSRDS, 4-NONE) CODE | 31 SEPARATION DATA CODE | 32 CORRECTION/CANCELLATION DATA TYPE MO DA YR | EOD DATA | 33 SECURITY REQ NO. | 34 SEX

35 VET PREFERENCE CODE (0-NONE, 1-5 PT, 2-10 PT) | 36 SERV COMP. DATE MO DA YR | 37 LONG COMP DATE MO DA YR | 38 CAREER CATEGORY (CAR/RESV, PROV/TEMP) CODE | 39 FEGLI/HEALTH INSURANCE CODE, HEALTH INS CODE | 40 SOCIAL SECURITY NO

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE (0-NO PREVIOUS SERVICE, 1-NO BREAK IN SERVICE, 2-BREAK IN SERVICE (LESS THAN 3 YEARS), 3-BREAK IN SERVICE (MORE THAN 3 YEARS)) | 42 LEAVE CAT. CODE | 43 FEDERAL TAX DATA: FORM EXECUTED (1-YES, 2-NO), CODE, NO TAX EXEMPTIONS | 44 STATE TAX DATA: FORM EXECUTED (1-YES, 2-NO), CODE, NO TAX EXEMP, STATE CODE

45 POSITION CONTROL CERTIFICATION	46 OP APPROVAL	DATE APPROVED
11-23-73 29 NOV 1973 [initials]	[signature]	23 Nov 73

FORM 1152 USE PREVIOUS EDITION   SECRET   CLASSIFIED BY 01-0111   E2 IMPDET

14-00000

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 23 Nov 71

1. SERIAL NUMBER: 036130
2. NAME (Last-First-Middle): FLORES, DANIEL
3. NATURE OF PERSONNEL ACTION: PROMOTION
4. EFFECTIVE DATE REQUESTED: MONTH 11 DAY 28 YEAR 71
5. CATEGORY OF EMPLOYMENT: REGULAR
6. FUNDS: V TO V; V TO CF; CF TO V X; CF TO CF
7. FINANCIAL ANALYSIS NO CHARGEABLE: 2135 1084
8. LEGAL AUTHORITY (Completed by Office of Personnel):
9. ORGANIZATIONAL DESIGNATIONS: DDP/WH Division
FOREIGN FIELD
BRANCH 3 - LIMA, PERU STATION
10. LOCATION OF OFFICIAL STATION: LIMA, PERU
11. POSITION TITLE: POLITICAL OFFICER ATTACHE
OPS OFFICER (12)
12. POSITION NUMBER: 0136
13. CAREER SERVICE DESIGNATION: D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.): FSR / GS
15. OCCUPATIONAL SERIES: 0136.01
16. GRADE AND STEP: 07 1 / 11 3
17. SALARY OR RATE: 10,014 / $ 13,457
18. REMARKS:

From GS 10 3

*LIMA, PERU.

18A. SIGNATURE OF REQUESTING OFFICIAL: [signature] DATE SIGNED: 23 Nov 71
18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER: [signature] DATE SIGNED: 11-26-71

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING NUMERIC	ALPHABETIC	22 STATION CODE	23 INTEGREE CODE	24 ROOTES CODE	25 DATE OF BIRTH MO. DA. YR.	26 DATE OF GRADE MO. DA. YR.	27 DATE OF LEI MO. DA. YR.
22	10	51760	WH	57035		3	03 24 33	11 28 71	11 28 71

28 NTE EXPIRES MO DA. YR. | 29 SPECIAL REFERENCE | 30 RETIREMENT DATA 1—CSC 2—OBCR 3—FICA 4—NONE CODE | 31. SEPARATION DATA CODE | 32 CORRECTION/CANCELLATION DATA TYPE MO DA. YR | EOD DATA | 33. SECURITY REQ. NO | 34. SEX

35. VET PREFERENCE CODE 0—NONE 1—5 PT 2—10 PT | 36 SERV COMP DATE MO. DA. YR. | 37 LONG COMP DATE MO. DA. YR. | 38 CAREER CATEGORY CAR-RESV PROV. TEMP CODE | 39 FEGLI/HEALTH INSURANCE CODE 0—WAIVED 1—REG 2—REG/OPT 3—INELIGIBLE HEALTH INS. CODE | 40 SOCIAL SECURITY NO

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0—NO PREVIOUS SERVICE 1—NO BREAK IN SERVICE 2—BREAK IN SERVICE (LESS THAN 3 YEARS) 3—BREAK IN SERVICE (MORE THAN 3 YEARS) | 42 LEAVE CAT CODE | 43 FEDERAL TAX DATA FORM EXECUTED 1—YES 2—NO CODE NO TAX EXEMPTIONS | 44 STATE TAX DATA FORM EXECUTED 1—YES 2—NO CODE NO TAX EXEMP. STATE CODE

45 POSITION CONTROL CERTIFICATION: [signature] 11-26-71
46 O P APPROVAL: [signature]
DATE APPROVED: 11/26/71

FORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

14-00000

SECRET
(When Filled In)

REPORT OF SERVICE ABROAD

FILE PUNCHED BY

TO: Office of Personnel, Transactions and Records Branch, Status Section

SERIAL NO.	NAME		
	LAST	FIRST	MIDDLE
1-6	(Print)	7-24	
036130	FLORES	DANIEL	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OPI NO. 58. REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA		O/P USE ONLY		COUNTRY	
MONTH	DAY	YEAR	MONTH	DAY	YEAR	1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	CODE				CODE
25-26	27-28	29-30	31-32	33-34	35-36		37	38	39		40-42
09	24	71					1			PERU	570

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA		O/P USE ONLY		AREA(S)	
MONTH	DAY	YEAR	MONTH	DAY	YEAR	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	CODE				CODE
25-26	27-28	29-30	31-32	33-34	35-36		37	38	39		40-42

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

	TRAVEL VOUCHER		DISPATCH
✓	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO.: 178740

DOCUMENT DATE/PERIOD: 9/10/71

REMARKS

PREPARED BY	REPORT ANNOTATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
OCO	✓	
C O L DIVISION CTRB.	DATE	SIGNATURE
✓ C O T DIVISION	9/14/71	[signature]

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

FORM 8-67 1451a OBSOLETE PREVIOUS EDITIONS SECRET (4-10)

SECRET
EYES ONLY

18 NOV 1971
Approved by CS Career Service Panel

17 AUG 1971

MEMORANDUM FOR: Secretary, CSCS Panel A

SUBJECT : Recommendation for Promotion to Grade GS-11, Daniel Flores

1. It is recommended that Mr. Daniel Flores be promoted from GS-10 to GS-11.

2. Mr. Flores is 36 years old and joined the Agency in March 1962. He has successively been a file clerk, translator, intelligence assistant, career trainee and operations officer. He worked part time for several years so that he could obtain his BA degree from American University. This he did in 1967 with his specialty being Latin American Affairs.

3. Mr. Flores, who is bilingual in English and Spanish, has just completed his first overseas tour as an operations officer in Guayaquil, Ecuador. It is on the basis of his very fine performance during this tour that this promotion request is based. Also as a result of his record in Guayaquil, he has been assigned to Lima Station as an operations officer in a position which is rated as GS-13.

4. The Chief of Base, Guayaquil, and the Chief of Station, Quito, both have rated Mr. Flores as "Strong" in his fitness reports and both have stated that his performance in Guayaquil merited a Quality Step Increase. This QSI request is currently being processed and is based on the outstanding job Mr. Flores did in connection with a very sensitive technical operation. He planned the pre-installation aspects, supervised the installation, located the listening post, recruited the transcriber/secretary and processed all the intelligence which was produced. The intelligence derived from this source has been of consistently high quality and the operation has been described by the Chief of Station, Quito, as the best and most productive of all the operations in Ecuador. Throughout all aspects of the operation, Mr. Flores maintained tight control on its security and avoided any problems in this respect.

SECRET
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EYES ONLY

5. By his performance in Guayaquil, Mr. Flores has demonstrated that he has found his proper role as an operations officer and that he has potential for growth in this area of endeavor. WH Division strongly recommends that he be promoted to GS-11.

William V. Broe
Chief
Western Hemisphere Division

SECRET
EYES ONLY

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 7 September 1971

1. SERIAL NUMBER	2. NAME (Last-First-Middle)
036130	FLORES DANIEL

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR)	5. CATEGORY OF EMPLOYMENT
REASSIGNMENT	09 / 19 / 71	REGULAR

6. FUNDS: V TO V; V TO CF; CF TO V; X CF TO CF

7. FINANCIAL ANALYSIS NO. CHARGEABLE: 2135 1084

8. LEGAL AUTHORITY (Completed by Office of Personnel)

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDP/WH FOREIGN FIELD BRANCH 3 LIMA, PERU STATION	LIMA, PERU

11. POSITION TITLE	12. POSITION NUMBER	13. CAREER SERVICE DESIGNATION
Political officer attache (12) OPS OFFICER	0136	D

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
FSR GS	0136.01	07 1 10 3	10014 $ 12285

18. REMARKS

(Guayaquil, Ecuador)

From DDP/WH #0376

HB:WH

Vice Donald Venute

Approved 259a attached.

From 259a: Mr. Flores' Spanish capabilities are native reading and high speaking which more than meet the language requirements of intermediate reading and speaking for the Station.

18A. SIGNATURE OF REQUESTING OFFICIAL	DATE SIGNED	18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER	DATE SIGNED
Henry L. Berthold, C/WH/Pers	9/13/71	[signature]	11/?/71

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING NUMERIC	ALPHABETIC	22. STATION CODE	23. INTEGREE CODE	24. HOURS CODE	25. DATE OF BIRTH MO DA YR	26. DATE OF GRADE MO DA YR	27. DATE OF LEI MO DA YR
37	10	51700	WH	57035	5	3	08 04 35		

28. NTE EXPIRES MO DA YR	29. SPECIAL REFERENCE	30. RETIREMENT DATA (1-CSC, 2-OTHER, 3-FICA, 4-NONE) CODE	31. SEPARATION DATA CODE	32. CORRECTION, CANCELLATION DATA TYPE MO DA YR	EOD DATA	33. SECURITY REQ. NO.	34. SEX
xx xx xx							

35. VET PREFERENCE (CODE: 0-NONE, 1-5 PT, 2-10 PT) 36. SERV COMP DATE (MO DA YR) 37. LONG COMP DATE (MO DA YR) 38. CAREER CATEGORY (CODE) 39. FEGLI HEALTH INSURANCE (CODE: 0-WAIVED, 1-REG, 2-REG/OPT, 3-INELIGIBLE; HEALTH INS CODE) 40. SOCIAL SECURITY NO.

41. PREVIOUS CIVILIAN GOVERNMENT SERVICE (CODE: 0-NO PREVIOUS SERVICE, 1-NO BREAK IN SERVICE, 2-BREAK IN SERVICE (LESS THAN 3 YEARS), 3-BREAK IN SERVICE (MORE THAN 3 YEARS)) 42. LEAVE CAT CODE 43. FEDERAL TAX DATA (FORM EXECUTED 1-YES 2-NO; CODE; NO. TAX EXEMPTIONS) 44. STATE TAX DATA (FORM EXECUTED 1-YES 2-NO; CODE; NO. TAX EXEMP; STATE CODE)

45. POSITION CONTROL CERTIFICATION	46. O.P. APPROVAL	DATE APPROVED
[signature] 9-17-71	[signature]	[illegible]

FORM 1152 USE PREVIOUS EDITION

SECRET

14-00000

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 21 JULY 1970

1 SERIAL NUMBER	2 NAME (Last-First-Middle)
036130	FLORES, DANIEL

3 NATURE OF PERSONNEL ACTION	4 EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR)	5 CATEGORY OF EMPLOYMENT
PROMOTION	07 / 26 / 70	REGULAR

6 FUNDS		7 FINANCIAL ANALYSIS NO. CHARGEABLE	8 LEGAL AUTHORITY (Completed by Office of Personnel)
V TO V / CF TO V	V TO CF / X CF TO CF	1135 0884	

9 ORGANIZATIONAL DESIGNATIONS	10 LOCATION OF OFFICIAL STATION
DDP/WH FOREIGN FIELD BRANCH 3 QUITO, ECUADOR STATION GUAYAQUIL, ECUADOR BASE	GUAYAQUIL, ECUADOR

11 POSITION TITLE	12 POSITION NUMBER	13 CAREER SERVICE DESIGNATION
POL OFFICER OPS OFFICER (09)	0376	D

14 CLASSIFICATION SCHEDULE (GS, LB, etc.)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE
FSR GS	0136.01	07 1 10 2	$ 9450 $ ~~10869~~ 11,231

18 REMARKS

* PRA NTE TWO YEARS IN ACCORDANCE WITH HR 20-17d(1)(a).

FORMERLY A GS-9-3, $10539.

* Guayaquil, Ecuador.

18A SIGNATURE OF REQUESTING OFFICIAL	DATE SIGNED	18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER	DATE SIGNED
HENRY L. BERTHOLD	21 July 70	[illegible signature]	[illegible]

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING NUMERIC	ALPHABETIC	22 STATION CODE	23 INTEGREE CODE	24 OBLIGATED CODE	25 DATE OF BIRTH	26 DATE OF GRADE	27 DATE OF LEI
22	10	51280	LCH	12555	S	3	[illegible]		

28 EXP. DATE	29 SPECIAL REFERENCE	30	31 SEPARATION DATA CODE	32 CORRECTION CANCELLATION DATA	EOD DATA	33 SECURITY	34 SEX
07 25 72	81						

SECRET

14-00000

S E C R E T
EYES ONLY

Approved by CS Career
Select Panel
2 [illegible]

2 JUN 1970

MEMORANDUM FOR: Secretary, CSCS Panel (Section C)

SUBJECT : Recommendation for Promotion to Grade GS-10, Daniel Flores

1. It is recommended that Mr. Daniel Flores be promoted from GS-9 to GS-10. Mr. Flores has been in his present grade since April 1969.

2. Mr. Flores joined the Agency in 1962. Initially he was employed on a part-time basis in the WH Division while attending American University. He received his AB degree in 1967 and became a full-time staff employee. On the strong recommendation of his supervisors, Mr. Flores was accepted for the Career Training Program which he completed in August 1968. After rejoining the WH Division, he was selected for assignment as an operations officer at the Guayaquil Base, where he arrived in May 1969.

3. Mr. Flores has made a most impressive beginning in Guayaquil. He has adapted to new tasks and a new environment with a mature assurance and a professional approach. Shortly after arrival in Guayaquil the Base was temporarily depleted of other officers. Mr. Flores carried out the duties of acting Chief of Base in a most commendable manner. His fluency in Spanish and his Latin background have been definite assets in the performance of his duties. His performance to date has demonstrated that he handles his agents securely and productively. Both Mr. Flores and his wife have been well accepted within the local community and they carry out their representational duties very effectively.

4. Mr. Flores has proven to be a competent operations officer. As he further develops through experience and responsibility he should become eligible for rapid advancement. In any case he is already performing at a level higher than his present grade and a promotion at this time is strongly recommended.

William V. Broe
for Chief
Western Hemisphere Division

S E C R E T
EYES ONLY

DISPATCH

CLASSIFICATION: RYBAT SECRET

TO: Chief, WH Division

INFO: Chief of Station, Quito

FROM: Chief of Base, Guayaquil

SUBJECT: ADMINISTRATIVE/PERSONNEL - Promotion for [illegible] Flores

ACTION REQUIRED: See Below

Approved by CS Career Service Panel 17 JUL 1970

During the visit of the Chief, WHD to the Base last November 1969 he mentioned to the COS, Quito and the COB that the promotion for Flores (from GS-9 to GS-10) would be forthcoming; he also said this to Flores during a private meeting. Thus far, however, there has been no notice of the promotion action. The COB assumes that the delay is related in some way to the dates set for meeting of the promotion panel for Flores' grade. If this assumption is not correct, however, and some further action by the Base is necessary in addition to the recommendation contained in Flores' last Fitness Report, the COB would appreciate being advised.

/s/ Robert L. Fambrini

Distribution:
Orig. & 2 - C/WHD
2 - COS, Quito

CROSS REFERENCE TO	DISPATCH SYMBOL AND NUMBER	DATE
	HGGT-1474	26 May 1970
	CLASSIFICATION: RYBAT SECRET	HQS FILE NUMBER

14-00000

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 9 APRIL 1969

1 SERIAL NUMBER	2 NAME (Last-First-Middle)
036130	FLORES, DANIEL

3 NATURE OF PERSONNEL ACTION	4 EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR)	5 CATEGORY OF EMPLOYMENT
INTEGRATION - DEPARTMENT OF STATE	04 / 10 / 69	REGULAR

6 FUNDS	V TO V	V TO CF	CF TO V	CF TO CF	7 FINANCIAL ANALYSIS NO. CHARGEABLE	8 LEGAL AUTHORITY (Completed by Office of Personnel)
			X		9135 0884	

9 ORGANIZATIONAL DESIGNATIONS	10 LOCATION OF OFFICIAL STATION
DDP/WH FOREIGN FIELD BRANCH 3 QUITO, ECUADOR STATION Guayaquil, Ecuador Base	GUAYQUIL, ECUADOR BASE

11 POSITION TITLE	12 POSITION NUMBER	13 CAREER SERVICE DESIGNATION
POL OFFICER OPS OFFICER (09)	0376	D

14 CLASSIFICATION SCHEDULE (GS, LB, etc.)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE
FSR GS	0136.01	07 1 09 2	8153 $ 8744

18 REMARKS

X ALL SICK AND ALL HOURS ANNUAL LEAVE TO BE TRANSFERRED TO THE DEPARTMENT OF STATE

X MARITAL STATUS: MARRIED

18A SIGNATURE OF REQUESTING OFFICIAL	DATE SIGNED	18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER	DATE SIGNED
J. CARSON, COVER OFFICER, X5013			

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING NUMERIC	ALPHABETIC	22 STATION CODE	23 INTEGREE CODE	24 NOOTPS CODE	25 DATE OF BIRTH MO DA YR	26 DATE OF GRADE	27 DATE OF LEI
55	10	5170D	104	19539		3	05 04 35		

28 NTE EXPIRES	29 SPECIAL REFERENCE	30 RETIREMENT DATA	31 SEPARATION DATA CODE	32 CORRECTION CANCELLATION DATA	EOD DATA	33 SECURITY REQ NO	34 SEX
		1-CSC 2-ORGH 3-FICA 4-NONE					

35 VET PREFERENCE	36 SERV COMP DATE	37 LONG COMP DATE	38 CAREER CATEGORY	39 FEGLI HEALTH INSURANCE	40 SOCIAL SECURITY NO
0-NONE 1-5 PT 2-10 PT					

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE	42 LEAVE CAT CODE	43 FEDERAL TAX DATA	44 STATE TAX DATA
0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)		FORM EXECUTED 1-YES 2-NO	FORM EXECUTED 1-YES 2-NO

45 POSITION CONTROL CERTIFICATION	46 O P APPROVAL	DATE APPROVED
04-24-69 JRK	[signature]	04-24-69

FORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 3 April 1969

1 SERIAL NUMBER: 036130

2 NAME (Last-First-Middle): FLORES, DANIEL

3 NATURE OF PERSONNEL ACTION: PROMOTION, TRANSFER TO CF FUNDS, AND CHANGE OF SERVICE DESIGNATION

4 EFFECTIVE DATE REQUESTED: MONTH 04 DAY 06 YEAR 69

5 CATEGORY OF EMPLOYMENT: REGULAR

6 FUNDS: V TO V / CF TO V / X V TO CF / CF TO CF

7 FINANCIAL ANALYSIS NO CHARGEABLE: 9135 0884

8 LEGAL AUTHORITY (Completed by Office of Personnel)

9 ORGANIZATIONAL DESIGNATIONS:
DDP/WH
FOREIGN FIELD
BRANCH 3
QUITO, ECUADOR STATION
GUAYAQUIL, ECUADOR BASE

10 LOCATION OF OFFICIAL STATION: GUAYAQUIL, ECUADOR

11 POSITION TITLE: OPS OFFICER (07)

12 POSITION NUMBER: 0376

13 CAREER SERVICE DESIGNATION: D

14 CLASSIFICATION SCHEDULE (GS, LB, etc.): GS

15 OCCUPATIONAL SERIES: 0136.01

16 GRADE AND STEP: 09 2

17 SALARY OR RATE: $ 8744

18 REMARKS:

TO BE INTEGRATED. APPROVED 259a ATTACHED.

FROM: DDP/WH/Branch 4/Pos. 1441.
GS-08, step 2, $7956/annum.

I CONCUR IN CHANGE OF SERVICE DESIGNATION FROM SJ TO D:

(Signed on original) 3 Apr 69
DATE

CONCUR:
Arthur McNeil (signed)
OTR/PERS

18A SIGNATURE OF REQUESTING OFFICIAL: HENRY L. BERTHOLD — DATE SIGNED: 3 APR 69

18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER: [signature] — DATE SIGNED: 4 APR 1969

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING NUMERIC	ALPHABETIC	22 STATION CODE	23 INTEGREE CODE	24 HQTRS CODE	25 DATE OF BIRTH	26 DATE OF GRADE	27 DATE OF LEI
20	10	5173	WH	1559		3	03 04 35	04 06 69	04 06 67

28 NTE EXPIRES; 29 SPECIAL REFERENCE; 30 RETIREMENT DATA (1-CF, 2-ORGA, 3-FICA, 4-NONE); 31 SEPARATION DATA CODE; 32 CORRECTION CANCELLATION DATA; EOD DATA; 33 SECURITY REQ NO; 34 SEX

35 VET PREFERENCE (0-NONE, 1-5 PT, 2-10 PT); 36 SERV COMP DATE; 37 LONG COMP DATE; 38 CAREER CATEGORY; 39 FEGLI HEALTH INSURANCE; 40 SOCIAL SECURITY NO

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE (0-NO PREVIOUS SERVICE, 1-NO BREAK IN SERVICE, 2-BREAK IN SERVICE (LESS THAN 3 YEARS), 3-BREAK IN SERVICE (MORE THAN 3 YEARS)); 42 LEAVE CAT CODE; 43 FEDERAL TAX DATA; 44 STATE TAX DATA

45 POSITION CONTROL CERTIFICATION:

46 OP APPROVAL: [signature]

DATE APPROVED:

FORM 3-67 1152 USE PREVIOUS EDITION

SECRET

GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

14-00000

SECRET

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 23 SEPTEMBER 1968

1 SERIAL NUMBER	036130
2 NAME (Last-First-Middle)	FLORES, DANIEL
3 NATURE OF PERSONNEL ACTION	REASSIGNMENT
4 EFFECTIVE DATE REQUESTED (Month/Day/Year)	10 / 06 / 68
5 CATEGORY OF EMPLOYMENT	REGULAR
6 FUNDS	XX V TO V; CF TO V; V TO CF; CF TO CF
7 FINANCIAL ANALYSIS NO. CHARGEABLE	9235 0620
8 LEGAL AUTHORITY (Completed by Office of Personnel)	
9 ORGANIZATIONAL DESIGNATIONS	DDP/WH BRANCH 4 URUGUAY/PARAGUAY SECTION
10 LOCATION OF OFFICIAL STATION	WASH., D. C.
11 POSITION TITLE	Ops Officer ~~XCAREER TRAINEEX~~ (9)
12 POSITION NUMBER	1441
13 CAREER SERVICE DESIGNATION	~~D~~ SJ
14 CLASSIFICATION SCHEDULE (GS, LB, etc.)	GS
15 OCCUPATIONAL SERIES	0136.01 ~~XXXXXXXXX~~
16 GRADE AND STEP	08 2
17 SALARY OR RATE	$7,956

18. REMARKS

FROM: DDS/OTR/CAREER TRAINING PROGRAM/0748

CSPS/C 1 SEP 1968

9.25.68

Security [illegible]

CONCUR: OTR/CTP 10-4-68

1 - Finance
1 - Security

18A SIGNATURE OF REQUESTING OFFICIAL	HENRY L. BERTHOLD C/WH/PERSONNEL
DATE SIGNED	24 Sept 68
18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER	Arthur T. McNeill, C/CTP
DATE SIGNED	

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING NUMERIC	ALPHABETIC	22 STATION CODE	23 INTEGREE CODE	24 HOURS CODE	25 DATE OF BIRTH (MO DA YR)	26 DATE OF GRADE	27 DATE OF LEI
37	10	51450	WH	72013		1	08 04 35		

28 NTE EXPIRES · 29 SPECIAL REFERENCE · 30 RETIREMENT DATA (1-CSC, 2-OASDI, 3-FICA, 4-NONE) · 31 SEPARATION DATA CODE · 32 CORRECTION CANCELLATION DATA · EOD DATA · 33 SECURITY REQ NO. · 34 SEX

35 VET PREFERENCE (0-NONE, 1-5 PT, 2-10 PT) · 36 SERV COMP DATE · 37 LONG COMP DATE · 38 CAREER CATEGORY · 39 FEGLI HEALTH INSURANCE · 40 SOCIAL SECURITY NO.

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE (0-NO PREVIOUS SERVICE, 1-NO BREAK IN SERVICE, 2-BREAK IN SERVICE (LESS THAN 3 YEARS), 3-BREAK IN SERVICE (MORE THAN 3 YEARS)) · 42 LEAVE CAT CODE · 43 FEDERAL TAX DATA · 44 STATE TAX DATA

45 POSITION CONTROL CERTIFICATION: [signature] CTP

46 CP APPROVAL: [signature]

DATE

Form 1152 USE PREVIOUS EDITION

SECRET

GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

14-00000

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 12 June 1968

1 SERIAL NUMBER	2 NAME (Last-First-Middle)
036130	FLORES, Daniel

3 NATURE OF PERSONNEL ACTION	4 EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR)	5 CATEGORY OF EMPLOYMENT
PROMOTION	06 / 16 / 68	REGULAR

6 FUNDS	XX	V TO V		V TO CF	7 FINANCIAL ANALYSIS NO. CHARGEABLE	8 LEGAL AUTHORITY (Completed by Office of Personnel)
		CF TO V		CF TO CF	8275 2100	

9. ORGANIZATIONAL DESIGNATIONS	10 LOCATION OF OFFICIAL STATION
DDS/OTR CAREER TRAINING PROGRAM	WASHINGTON, D.C.

11 POSITION TITLE	12 POSITION NUMBER	13 CAREER SERVICE DESIGNATION
CAREER TRAINEE	0748	SJ

14 CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE
GS	0130.01	08 2	$ 7639

18 REMARKS

18A SIGNATURE OF REQUESTING OFFICIAL	DATE SIGNED	18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER	DATE SIGNED
		Arthur T. McNeill Arthur T. McNeill, C/CTP	6/13/68

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING NUMERIC	ALPHABETIC	22 STATION CODE	23 INTEGREE CODE	24 ROSTERS CODE	25 DATE OF BIRTH MO. DA. YR.	26 DATE OF GRADE MO DA YR	27 DATE OF LEI MO DA YR
22	10	28300	CTP	75213		/	03 05 39		

28 NTE EXPIRES MO. DA. YR.	29 SPECIAL REFERENCE	30 RETIREMENT DATA (1-CSC, 2-OASDI, 3-FICA, 4-NONE) CODE	31 SEPARATION DATA CODE	32 CORRECTION CANCELLATION DATA TYPE MO DA YR	EOD DATA	33 SECURITY REQ. NO.	34 SEX

35 VET PREFERENCE CODE (0-NONE, 1-5 PT, 2-10 PT)	36 SERV COMP DATE MO DA YR	37 LONG COMP DATE MO DA YR	38 CAREER CATEGORY (1-RESV, 2-PROV, 3-TEMP) CODE	39 FEGLI HEALTH INSURANCE CODE (0-WAIVED, 1-YES) HEALTH INS. CODE	40 SOCIAL SECURITY NO

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE (0-NO PREVIOUS SERVICE, 1-NO BREAK IN SERVICE, 2-BREAK IN SERVICE (LESS THAN 3 YEARS), 3-BREAK IN SERVICE (MORE THAN 3 YEARS))	42 LEAVE CAT CODE	43 FEDERAL TAX DATA: FORM EXECUTED (1-YES, 2-NO) CODE, NO. TAX EXEMPTIONS	44 STATE TAX DATA: FORM EXECUTED (1-YES, 2-NO) CODE, NO. TAX EXEMPT, STATE CODE

45 POSITION CONTROL CERTIFICATION	46 O P APPROVAL	DATE APPROVED
RC 6 13 68	Edward L. McNamara	6/18/68

Form 3-67 1152 USE PREVIOUS EDITION

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 28 November 1967

1 SERIAL NUMBER: 036130

2 NAME (Last-First-Middle): FLORES, Daniel

3 NATURE OF PERSONNEL ACTION: PROMOTION AND CHANGE OF SERVICE DESIGNATION

4 EFFECTIVE DATE REQUESTED: MONTH 12 DAY 17 YEAR 67

5 CATEGORY OF EMPLOYMENT: REGULAR

6 FUNDS: XX V TO V | V TO CF | CF TO V | CF TO CF

7 FINANCIAL ANALYSIS NO. CHARGEABLE: 8275 2100

8 LEGAL AUTHORITY (Completed by Office of Personnel)

9 ORGANIZATIONAL DESIGNATIONS: DDS/OTR CAREER TRAINING PROGRAM

10 LOCATION OF OFFICIAL STATION: WASHINGTON, D.C.

11 POSITION TITLE: CAREER TRAINEE

12 POSITION NUMBER: 0748

13 CAREER SERVICE DESIGNATION: SJ

14 CLASSIFICATION SCHEDULE (GS, LB, etc.): GS

15 OCCUPATIONAL SERIES: 0090.31

16 GRADE AND STEP: 07 - 2

17 SALARY OR RATE: $ ~~6897~~ ~~6664~~ 6,959

18 REMARKS

From: DDP/WH/COG/Intelligence Branch/Operations Support Section, #1174.
Subject has concurred in Change of Service Designation from D to SJ.

G 43

CONCUR: [signature] Henry L. Berthold
Chief, WH Personnel

[initials] CPS/C 1967

Security Approval ... SD/35 12 1 67 ... 11/28/67

18A SIGNATURE OF REQUESTING OFFICIAL: Robert B. Freeman, C/CTP

DATE SIGNED:

18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER: [signature] JOHN RICHARDSON, DTR

DATE SIGNED: 11/28/67

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING NUMERIC	ALPHABETIC	22 STATION CODE	23 INTEGREE CODE	24 VOUCHERS CODE	25 DATE OF BIRTH MO DA YR	26 DATE OF GRADE MO DA YR	27 DATE OF LEI MO DA YR
22	10	28300	CTP	3013		1	08 04 35	12 17 67	12 17 67

28 NTE EXPIRES | 29 SPECIAL REFERENCE | 30 RETIREMENT DATA (1-CSC, 2-OTHER, 3-FICA, 4-NONE) | 31 SEPARATION DATA CODE | 32 CORRECTION CANCELLATION DATA | EOD DATA | 33 SECURITY REQ NO | 34 SEX

35 VET PREFERENCE (0-NONE, 1-5 PT, 2-10 PT) | 36 SERV COMP DATE | 37 LONG COMP DATE | 38 CAREER CATEGORY | 39 FEGLI HEALTH INSURANCE (0-WAIVED, 1-YES) HEALTH INS CODE | 40 SOCIAL SECURITY NO

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE (0-NO PREVIOUS SERVICE, 1-NO BREAK IN SERVICE, 2-BREAK IN SERVICE LESS THAN 3 YEARS, 3-BREAK IN SERVICE MORE THAN 3 YEARS) | 42 TENURE CAT CODE | 43 FEDERAL TAX DATA | 44 STATE TAX DATA

45 POSITION CONTROL CERTIFICATION: [initials] 12-1-67

46 OP APPROVAL: [signature] Michael ...

DATE APPROVED: 12/1/67

Form 1152 (3-67) USE PREVIOUS EDITION

SECRET

14-00000

CONFIDENTIAL

26 October 1967

MEMORANDUM FOR: Daniel Flores

THROUGH : Executive Secretary
CSCT Selection Board

SUBJECT : Application for Career Training Program

1. I am pleased to inform you that you have been accepted for the Career Training Program. Let me congratulate you and wish you the maximum profit and pleasure from your proposed training.

2. You will remain with your present Component until the beginning of the next Integrated Training Program, to begin 11 December. At that time you will be reassigned to the CTP T/O where you will remain until your training has been completed.

3. Should you have any further questions, do not hesitate to call on the Program Officers.

ROBERT B. FREEMAN
Chief, CTP

CONFIDENTIAL

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 5 August 1967

1 SERIAL NUMBER: 036130
2 NAME (Last-First-Middle): FLORES DANIEL

3 NATURE OF PERSONNEL ACTION: ~~PROMOTION & PAY ADJUSTMENT TO FULL TIME~~ ~~(CORRECTION)~~ Change (Correction)

4 EFFECTIVE DATE REQUESTED: MONTH 07 DAY 02 YEAR 67

5 CATEGORY OF EMPLOYMENT: REGULAR

6 FUNDS: X V TO V | V TO CF | CF TO V | CF TO CF

7 FINANCIAL ANALYSIS NO. CHARGEABLE: 8235 0620

8 LEGAL AUTHORITY (Completed by Office of Personnel)

9 ORGANIZATIONAL DESIGNATIONS:
DDP/WH
WH/COG
INTELLIGENCE BRANCH
~~OPERATIONAL~~ SUPPORT SECTION
OPERATIONS

10 LOCATION OF OFFICIAL STATION: WASH., D. C.

11 POSITION TITLE: INTELLIGENCE ASST
12 POSITION NUMBER: 1174
13 CAREER SERVICE DESIGNATION: D

14 CLASSIFICATION SCHEDULE (GS, LB, etc.): GS
15 OCCUPATIONAL SERIES: 0301.28
16 GRADE AND STEP: 06 3
17 SALARY OR RATE: $ 6263.

18 REMARKS:
~~FINANCIAL ANALYSIS NO. (#7) TO READ: 8235 0620~~

18A SIGNATURE OF REQUESTING OFFICIAL: Henry L. Berthold C/WH/PERS
DATE SIGNED: 9/11/67
18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER: [signature]
DATE SIGNED: 5 Sept 1967

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING (NUMERIC)	(ALPHABETIC)	22 STATION CODE	23 INTEGREE CODE	24 VOCATION CODE	25 DATE OF BIRTH	26 DATE OF GRADE	27 DATE OF LD
31	10	51500	[illegible]	15023		1	[illegible]		

EOD DATA

SECRET

FORM 1152 USE PREVIOUS EDITION

14-00000

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 22 June 1967

1. SERIAL NUMBER	2. NAME (Last-First-Middle)
036130	FLORES DANIEL

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR)	5. CATEGORY OF EMPLOYMENT
PROMOTION + Pay Adjustment to Full Time	07 / 30 / 67	REGULAR ~~PART-TIME~~

6. FUNDS				7. FINANCIAL ANALYSIS NO. CHARGEABLE	8. LEGAL AUTHORITY (Completed by Office of Personnel)
X	V TO V		V TO CF	3235 1162	
	CF TO V		CF TO CF		

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDP/WH WH/COG INTELLIGENCE BRANCH OPERATIONAL SUPPORT SECTION	WASH., D.C.

11. POSITION TITLE	12. POSITION NUMBER	13. CAREER SERVICE DESIGNATION
INTELLIGENCE ~~CLERK~~ Asst (7)	1174	D

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	0301.28	06 3	$ 6263.

G
43

18. REMARKS

Subject is returning to full-time duty on 30 July 1967.
Subject will graduate from Georgetown Univ. this month.

18A. SIGNATURE OF REQUESTING OFFICIAL	DATE SIGNED	18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER	DATE SIGNED
[signature] Robert D. Cashman C/WH/Pers	28 June	[signature]	[illegible]

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING NUMERIC	ALPHABETIC	22 STATION CODE	23 INTEGREE CODE	24 VOUCHERS CODE	25 DATE OF BIRTH MO DA YR	26 DATE OF GRADE MO DA YR	27 DATE OF LEI MO DA YR
22	10	51500	WH	7550		1	08 04 32	07 30 67	07 30 67

EOD DATA

64 APPROVED BY: [signature] C/WH/COG [illegible] — DATE APPROVED: 7/18/[illegible]

1152 USE PREVIOUS EDITION

SECRET

SECRET

MEMORANDUM FOR: Secretary CSCS Panel, Section D

SUBJECT : Recommendation for the Promotion of Mr. Daniel Flores From GS-05 to GS-06.

1. Mr. Flores has been working in WH/COG and its predecessor groups since 1963. His fitness reports have been consistently good and the comments of his supervisors laudatory. In mid-1965 Mr. Flores was changed from full-time to part-time staff employee in order to allow him to attend American University on a full-time basis. His course of study leads to a Bachelor's Degree in Political Science with emphasis in Latin American affairs. Mr. Flores has made the Dean's List the past two semesters and will receive his degree in August 1967.

2. Throughout his career Mr. Flores has shown himself to be a strongly motivated employee, willing and capable. The calibre of his performance has been consistently good and he has shown steady improvement as he acquired the skills and knowledge of intelligence business. He is reliable and conscientious and we have good reason to expect that he will develop into a very competent operations officer. He will apply for the CT program in September and his application will be wholeheartedly supported by WH/COG.

3. In WH/COG Mr. Flores has served as an Intelligence Assistant in support of CI operations. In addition he has assisted in the training of agents in radio and secret writing communications. Mr. Flores is bi-lingual - Spanish and English - and is adept as an operational Translator-Interpreter.

4. Mr. Flores was promoted to GS-05 on 16 March 1964. He has been performing duties at GS-06 level for the past two years and it is sincerely recommended that he be promoted promptly to GS-06.

William V. Broe
Chief
Western Hemisphere Division

SECRET

14-00000

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 14 Sep 66

1. SERIAL NUMBER	2. NAME (Last-First-Middle)
036130	FLORES DANIEL

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR)	5. CATEGORY OF EMPLOYMENT
REASSIGNMENT	09 / 15 / 66	PART TIME

6. FUNDS			7. COST CENTER NO. CHARGEABLE	8. LEGAL AUTHORITY (Completed by Office of Personnel)
X	V TO V	V TO CF	7235 1162	
	CF TO V	CF TO CF		

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDP/WH WH/C INTELLIGENCE BRANCH OPERATIONAL SUPPORT SECTION	WASH., D.C.

11. POSITION TITLE	12. POSITION NUMBER	13. CAREER SERVICE DESIGNATION
INTELLIGENCE CLERK (S)	1176	D

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	0301.27	05 4	$ 5959.

18. REMARKS

From: WH/C.Intel Br., R & R Sec.DC # 1184

18A. SIGNATURE OF REQUESTING OFFICIAL	DATE SIGNED	18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER	DATE SIGNED
Edward J. Cushman Robert J. Cushman, C/WH/Pers	14 Sept 66	[signature]	9/16/66

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING NUMERIC	ALPHABETIC	22. STATION CODE	23. INTEGREE CODE	24. HOURS CODE	25. DATE OF BIRTH MO DA YR	26. DATE OF GRADE MO DA YR	27. DATE OF LEI MO DA YR
37	30	51500	WH	2523		1	03 04 35		

28. NTE EXPIRES MO DA YR	29. SPECIAL REFERENCE	30. RETIREMENT DATA (1-CSC, 2-FICA, 3-NONE) CODE	31. SEPARATION DATA CODE	32. CORRECTION CANCELLATION DATA TYPE MO DA YR	EOD DATA	33. SECURITY REQ NO	34. SEX

35. VET PREFERENCE CODE (0-NONE, 1-5 PT, 2-10 PT)	36. SERV COMP DATE MO DA YR	37. LONG COMP DATE MO DA YR	38. CAREER CATEGORY (CAR ELIG, PROV TEMP) CODE	39. FEGLI HEALTH INSURANCE CODE (0 WAIVED, 1-YES) HEALTH INS CODE	40. SOCIAL SECURITY NO

41. PREVIOUS GOVERNMENT SERVICE DATA CODE (0-NO PREVIOUS SERVICE, 1-NO BREAK IN SERVICE, 2-BREAK IN SERVICE (LESS THAN 3 YEARS), 3-BREAK IN SERVICE (MORE THAN 3 YEARS))	42. LEAVE CAT CODE	43. FEDERAL TAX DATA FORM EXECUTED (1-YES, 2-NO) CODE NO. TAX EXEMPTIONS	44. STATE TAX DATA FORM EXECUTED (1-YES, 2-NO) CODE NO. TAX EXEMP STATE CODE

45. POSITION CONTROL CERTIFICATION	46. O P APPROVAL	DATE APPROVED
09-19-66 N	[signature]	[illegible]

FORM 1152 USE PREVIOUS EDITION

SECRET

14-00000

SECRET
(When Filled In)

9 September 1966

MEMORANDUM FOR: Mr. Daniel Flores

THROUGH : Head of CS Career Service

SUBJECT : Notification of Non-eligibility for Designation as a Participant in the CIA Retirement and Disability System

1. As you may know, we are in the process of reviewing the employment history and current career field of all employees in the Agency to identify those who are eligible for designation as a participant in the new CIA Retirement and Disability System. In this process, the initial review of each case is made by the individual's Career Service. If the Head of his Career Service nominates him for participation in the System, this nomination is reviewed by the CIA Retirement Board which recommends final action to me. However, if the Head of the Career Service advises that the employee does not meet the basic requirements of HR 20-50 for participation, I have accepted this finding without further review by the CIA Retirement Board. This practice has been adopted in the interest of expediting this screening process so that those employees who are eligible to participate in the System may be designated participants as soon as possible.

2. In your case, the Head of your Career Service has advised me that you do not meet the requirements of HR 20-50 for designation as a participant and I have accordingly made the formal determination required by the regulation that you are not eligible for designation. This in no way affects your current status under the Civil Service Retirement System, nor does it preclude reconsideration of your eligibility to participate in the CIA System if you should meet the requirements for designation in the future.

3. Should you desire further information concerning the requirements for designation as a participant in the CIA Retirement System, I suggest that your read paragraph e of HR 20-50 and paragraph 5 of the Employee Bulletin dated 30 July 1965, entitled "Public Law 88-643, The Central Intelligence Agency Retirement Act of 1964 for Certain Employees."

4. It is always possible that the records upon which the determination made in your case may have been incomplete or inaccurate regarding your actual employment history with the Agency. If, after studying the materials cited above, you have questions regarding the determination that you are not eligible to participate in the CIA Retirement System, please feel free to contact officials of your Career Service. They are familiar with the details of your case and will gladly discuss them with you. In addition, you may wish to discuss your case with the CIA Retirement Staff located in Room 205, Magazine Building (extension 2847). If such discussions do not resolve any questions you have regarding your eligibility, you may request that your case be formally considered by the CIA Retirement Board. However, this request must be made within 30 days of the date of this memorandum.

Emmett D. Echols
Emmett D. Echols
Director of Personnel

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SECRET

CENTRAL INTELLIGENCE AGENCY
WASHINGTON, D.C. 20505

17 JAN 1966

Claimant: **Daniel Flores**
File No.: 7000438

Mr. Wilfred J. Harren
Chief of Section
Division of Claims Services
Bureau of Employees' Compensation
Washington, D. C. 20211

Dear Mr. Harren:

Reference is made to Subject's claim for benefits of the Federal Employees' Compensation Act.

Enclosed **is additional information submitted by claimant.**

If we may be of further assistance in this matter, please so advise.

Very truly yours,

/s/ B. DeFelice

B. DeFelice
Office of Personnel

Enclosures:
As stated

Distribution:
O-addressee, 1-D/Pers, 1-BCB
OP/BSD/BCB/KLowden:sli(14 January 1966)

SECRET

14-00000

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 13 August 1965

1. SERIAL NUMBER	2. NAME (Last-First-Middle)
036130	FLORES, Daniel

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR)	5. CATEGORY OF EMPLOYMENT
REASSIGNMENT	08 / 16 / 65	Part Time

6. FUNDS		
X	V TO V	V TO CF
	CF TO V	CF TO CF

7. COST CENTER NO. CHARGEABLE: 6235-1162

8. LEGAL AUTHORITY (Completed by Office of Personnel)

9. ORGANIZATIONAL DESIGNATIONS
DDP/WH
WH/C
Intelligence Branch
Reports and Requirements Section

10. LOCATION OF OFFICIAL STATION
Washington, D.C.

11. POSITION TITLE	12. POSITION NUMBER	13. CAREER SERVICE DESIGNATION
INTELL. Service CLERK (D)	1164	D

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS (06)	0301.27	05 (3)	$ 5330

18. REMARKS
From: DDP/WH/CI St., #1130, D.C.

Recorded by CSPD

18A. SIGNATURE OF REQUESTING OFFICIAL	DATE SIGNED	18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER	DATE SIGNED
[signature] ... D. C..., C/..../Pers.	13 Aug 65	[signature]	8/20/65

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING NUMERIC	ALPHABETIC	22. STATION CODE	23. INTEGREE CODE	24. HOOTRS CODE	25. DATE OF BIRTH MO. DA. YR.	26. DATE OF GRADE MO. DA. YR.	27. DATE OF LEI MO. DA. YR.
37	20	51503	WH	75813		1	08 04 35		

28. NTE EXPIRES MO. DA. YR.	29. SPECIAL REFERENCE	30. RETIREMENT DATA (1-CSC, 2-FICA, 3-NONE) CODE	31. SEPARATION DATA CODE	32. CORRECTION, CANCELLATION DATA TYPE MO. DA. YR.	EOD DATA	33. SECURITY REQ NO	34. SEX

35. VET PREFERENCE CODE (0-NONE, 1-5 PT, 2-10 PT)	36. SERV COMP DATE MO. DA. YR.	37. LONG COMP DATE MO. DA. YR.	38. CAREER CATEGORY (CAR RESV, PROV, TEMP) CODE	39. FEGLI HEALTH INSURANCE CODE (0-WAIVED, 1-YES) HEALTH INS. CODE	40. SOCIAL SECURITY NO

41. PREVIOUS GOVERNMENT SERVICE DATA CODE (0-NO PREVIOUS SERVICE; 1-NO BREAK IN SERVICE; 2-BREAK IN SERVICE (LESS THAN 3 YEARS); 3-BREAK IN SERVICE (MORE THAN 3 YEARS))	42. LEAVE CAT CODE	43. FEDERAL TAX DATA: FORM EXECUTED (1-YES, 2-NO) / CODE / NO. TAX EXEMPTIONS	44. STATE TAX DATA: FORM EXECUTED (1-YES, 2-NO) / CODE / NO TAX EXEMP / STATE CODE

45. POSITION CONTROL CERTIFICATION	46. O P APPROVAL	DATE APPROVED
8-20-65 WR	[signature]	8/20/65

FORM 8-63 1152 USE PREVIOUS EDITION

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

14-00000

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 15 January 1965

1 SERIAL NUMBER: 036130

2 NAME (Last-First-Middle): FLORES, Daniel

3 NATURE OF PERSONNEL ACTION: PAY ADJUSTMENT (TO PART TIME) FROM FULL TIME

4. EFFECTIVE DATE REQUESTED: MONTH 02 | DAY 05 | YEAR 65

5 CATEGORY OF EMPLOYMENT: REGULAR (PART TIME)

6 FUNDS: X V TO V | V TO CF | CF TO V | CF TO CF

7 COST CENTER NO. CHARGEABLE: 5235-1162

8 LEGAL AUTHORITY (Completed by Office of Personnel)

9 ORGANIZATIONAL DESIGNATIONS:
DDP
Special Affairs Staff
Counter-Intelligence Staff
Operations Section

10. LOCATION OF OFFICIAL STATION: Washington, D.C.

11 POSITION TITLE: INTELLIGENCE ASST. (D)

12 POSITION NUMBER: 1130

13 CAREER SERVICE DESIGNATION: D

14. CLASSIFICATION SCHEDULE (GS, LB, etc.): GS (35)

15 OCCUPATIONAL SERIES: 0301.28

16 GRADE AND STEP: 05 (2)

17 SALARY OR RATE: $ 5165

18 REMARKS

Subject to work on regularly scheduled tour not to exceed 19 hours per week.

Subject will be working Monday through Friday, from 1400 to 1700.

Recorded by CSPD
am

Approved by [illegible] CSPD

18A SIGNATURE OF REQUESTING OFFICIAL: [signature] ROBERT D. CASHMAN, C/WH/Pers.

DATE SIGNED: 1/22/65

18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER: [signature]

DATE SIGNED: 2/3/65

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20 EMPLOY. CODE	21 OFFICE CODING NUMERIC	ALPHABETIC	22 STATION CODE	23 INTEGREE CODE	24 HOURS CODE	25 DATE OF BIRTH	26 DATE OF GRADE	27 DATE OF LEI
38	36	47[illegible]	SA[illegible]	2501[illegible]		1	03 01 35	03 16 64	03 16 64

28. NTE EXPIRES (MO. DA. YR.) | 29 SPECIAL REFERENCE | 30 RETIREMENT DATA (1—CSC, 2—FICA, 3—NONE) CODE | 31 SEPARATION DATA CODE | 32 CORRECTION, CANCELLATION DATA (TYPE, MO., DA., YR.) | EOD DATA | 33 SECURITY REQ NO | 34 SEX

35 VET PREFERENCE (CODE; 0—NONE, 1—5 PT, 2—10 PT) | 36 SERV COMP DATE (MO DA. YR) | 37 LONG COMP DATE (MO DA YR.) | 38 CAREER CATEGORY (CAR RESV PROV TEMP; CODE) | 39 FEGLI HEALTH INSURANCE (CODE; 0—WAIVED, 1—YES; HEALTH INS CODE) | 40 SOCIAL SECURITY NO

41 PREVIOUS GOVERNMENT SERVICE DATA (CODE; 0—NO PREVIOUS SERVICE, 1—NO BREAK IN SERVICE, 2—BREAK IN SERVICE (LESS THAN 3 YEARS), 3—BREAK IN SERVICE (MORE THAN 3 YEARS)) | 42 LEAVE CAT CODE | 43 FEDERAL TAX DATA (FORM EXECUTED 1—YES 2—NO; CODE; NO. TAX EXEMPTIONS) | 44 STATE TAX DATA (FORM EXECUTED 1—YES 2—NO; CODE; NO TAX EXEMP; STATE CODE)

45 POSITION CONTROL CERTIFICATION: [signature] 02/05/65

46 OP APPROVAL: [signature]

DATE APPROVED

FORM 1152 USE PREVIOUS EDITION

SECRET

GROUP 1 EXCLUDED FROM AUTOMATIC DOWNGRADING AND DECLASSIFICATION

SECRET
(When Filled In)

NAME OF EMPLOYEE (Last-First-Middle)	NAME AND RELATIONSHIP OF DEPENDENT*	CLAIM NUMBER
Flores, Daniel	Self	63-514

There is on file in the Benefits and Counseling Branch, Benefits and Services Division, Office of Personnel, an Official Disability Claim File on the above named employee (or his dependent*) for an illness, injury, or death incurred on 3 September 1964.

This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File.

DATE OF NOTICE	SIGNATURE OF BSD REPRESENTATIVE
12 JUN 1965	B. DeFelice

NOTICE OF OFFICIAL DISABILITY CLAIM FILE

FORM 10-64 1076 USE PREVIOUS EDITIONS. SECRET

6 January 1965

MEMORANDUM FOR: Chief, CSPO

SUBJECT : Conversion to Part-Time Staff Employment
Mr. Daniel Flores

1. Mr. Daniel Flores is an Intelligence Assistant, GS-07, assigned to the CI Staff of WH/SA. He is currently pursuing a program of studies in Government at the American University with special concentration on Latin American Affairs. To complete the major portion of his remaining requirements for the bachelor's degree, he is planning to attend the University full-time for a year. Any requirements still outstanding at the end of that period would be completed at night.

2. The employee's duties in the CI Staff involves the translation of W/T and SW messages received from and sent to agents in Cuba, assisting in the training of agents in SW and communications procedures, and miscellaneous support functions in the CI Branch. He has proved invaluable because he has native fluency in every-day Spanish and is familiar with SW and communication techniques, problems, and training procedures. In addition to Mr. Flores' utility for such cases as may arise in the future, he is personally acquainted with two of the double agents now in place in Cuba and with the numerous problems which constantly arise in their handling.

3. In view of the need for Mr. Flores' services, the Chief, CI Staff, has asked the employee if he would be willing to continue in his present capacity on a part-time basis. The employee has indicated that he would accept such an arrangement. It is accordingly requested that WH/SA be permitted to convert him from a full-time staff employee to one employed on a part-time, regular tour of duty basis. Subject would be utilized for a total of 18 hours per week, the maximum time that his school program will permit him to devote to Agency duties.

Robert D. Cashman
C/WH/Personnel

14-00000

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 22 July 1964

1. SERIAL NUMBER	2. NAME (Last-First-Middle)
036130	FLORES, Daniel

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE REQUESTED (MONTH / DAY / YEAR)	5. CATEGORY OF EMPLOYMENT
Reassignment	08 / / 64	Regular

6. FUNDS					7. COST CENTER NO. CHARGEABLE	8. LEGAL AUTHORITY (Completed by Office of Personnel)
	X	V TO V		V TO CF	5235-1162	
		CF TO V		CF TO CF		

9. ORGANIZATIONAL DESIGNATIONS

DDP
36 SAS
F Counter-Intell Staff
Operations Section

10. LOCATION OF OFFICIAL STATION

Wash., D.C.

11. POSITION TITLE	12. POSITION NUMBER	13. CAREER SERVICE DESIGNATION
Intelligence Asst	1130	D

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	0301.28	05 (2)	$ 4850

18. REMARKS

From: SAS No. 0922 trans 37F

Recorded by CSPD

18A. SIGNATURE OF REQUESTING OFFICIAL	DATE SIGNED	18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER	DATE SIGNED
ROBERT D. CASHMAN C/WH/Pers	27 Jul 64	Vivian Graham	31 July 1964

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING NUMERIC	ALPHABETIC	22. STATION CODE	23. INTEGREE CODE	24. HOURS CODE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI
32		49150	SAS	76013		1	08 19 35		

28. NTE EXPIRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA	31. SEPARATION DATA CODE	32. CORRECTION CANCELLATION DATA		33. SECURITY REQ NO	34. SEX
		1-CS 2-FICA 3-NONE / CODE		TYPE / MO DA YR	EOD DATA		

35. VET PREFERENCE	36. SERV. COMP. DATE	37. LONG COMP. DATE	38. CAREER CATEGORY	39. FEGLI HEALTH INSURANCE	40. SOCIAL SECURITY NO

41. PREVIOUS GOVERNMENT SERVICE DATA	42. LEAVE CAT CODE	43. FEDERAL TAX DATA	44. STATE TAX DATA

45. POSITION CONTROL CERTIFICATION	46. O.P. APPROVAL	DATE APPROVED
[signature]	Vivian Graham	31 July 1964

FORM 1152 USE PREVIOUS EDITIONS

SECRET

14-00000

3-15

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 13 January 1964

1. SERIAL NUMBER	036130
2. NAME (Last-First-Middle)	FLORES, Daniel
3. NATURE OF PERSONNEL ACTION	PROMOTION
4. EFFECTIVE DATE REQUESTED (Month Day Year)	03-15-64 (~~1-27-64~~)
5. CATEGORY OF EMPLOYMENT	REGULAR
6. FUNDS	X V TO V
7. COST CENTER NO. CHARGEABLE	4232-1000-1000
8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS	DDP Special Affairs Staff Research Branch Reports, Records, Translation Section
10. LOCATION OF OFFICIAL STATION	Washington, D.C.
11. POSITION TITLE	TRANSLATOR (S)
12. POSITION NUMBER	0702
13. CAREER SERVICE DESIGNATION	D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	GS (S)
15. OCCUPATIONAL SERIES	1045.01
16. GRADE AND STEP	05 (S) 2
17. SALARY OR RATE	~~4690~~ 4,850

18. REMARKS

Promotion recommendation attached; Fitness Report submitted previously.

Recorded by CSPD

18A. SIGNATURE OF REQUESTING OFFICIAL	DATE SIGNED	18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER	DATE SIGNED
ORVILLE C. DAWSON, C/SAS/Pers.	13 Jan 64	[signature]	

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. EMPLOY. CODE	21. OFFICE CODING (NUMERIC / ALPHABETIC)	22. STATION CODE	24. POSITION CODE	25. DATE OF BIRTH
22	10	49350 SAS	75013	1	03 04 35

FOD DATA

44. POSITION CONTROL CERTIFICATION | 45. O.P. APPROVAL | DATE APPROVED

FORM 1152 SECRET

14-00000

19 December 1963

MEMORANDUM FOR: Clandestine Services,
Career Services Panel

SUBJECT : Mr. Daniel Flores -
Recommendation for Promotion

1. Mr. Flores has been with the Agency for about eighteen (18) months and has been a member of SAS since June 1963. During the six (6) months he has been with SAS he has demonstrated intelligence and initiative. In addition to his fulfilling his primary responsibility as a translator, he quickly picked up the knowledge and experience necessary for an Intelligence Assistant in the Operations Support Section. His duties and responsibilities accordingly have been broadened. He has demonstrated ability to function independently as a member of the Operations Support Staff. He is cooperative and has maintaned a cheerful disposition under presure and through many late hours and weekends of duty.

2. In view of his excellent performance in SAS, his intelligence and ability, and his growth potential for a career in CIA, I strongly recommend that he be promoted to GS-5 as soon as possible.

John K King

JOHN K. KING
Chief, SAS/Intel

APPROVAL RECOMMENDED

DESMOND FITZGERALD
Chief, Special Affairs Staff

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 23 April 1963

1. SERIAL NUMBER: 036130
2. NAME (Last-First-Middle): FLORES, Daniel
3. NATURE OF PERSONNEL ACTION: REASSIGNMENT
4. EFFECTIVE DATE REQUESTED: MONTH 05 DAY [illegible] YEAR 63
5. CATEGORY OF EMPLOYMENT: REGULAR
6. FUNDS: X V TO V | V TO CF | CF TO V | CF TO CF
7. COST CENTER NO. CHARGEABLE: 3232-1000-1000
8. LEGAL AUTHORITY (Completed by Office of Personnel)
9. ORGANIZATIONAL DESIGNATIONS:
2
DDP
Special Affairs Staff
Research Branch
Reports, Records, Translation Section
10. LOCATION OF OFFICIAL STATION: Washington, D.C.
11. POSITION TITLE: TRANSLATOR
12. POSITION NUMBER: 0702
13. CAREER SERVICE DESIGNATION: D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.): GS
15. OCCUPATIONAL SERIES: 0031.01
16. GRADE AND STEP: 04 (2)
17. SALARY OR RATE: $ 4250
18. REMARKS:
From: DDP/OPSER/RID, Ref.Br., #0147, DC
CONCURRENCE: [signature]
Chief of Admin, OPSERV/RID

Recorded by CSPD

4/24/63
[stamp, illegible]

1 cy Security

19A. SIGNATURE OF REQUESTING OFFICIAL: [signature] LOUIS W. ARMSTRONG, C/SAS/Pers.
DATE SIGNED: 24 Apr 63
19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER: [signature]
DATE SIGNED: 1 May 63

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. EMPLOYEE CODE	21. OFFICE CODING NUMERIC	ALPHABETIC	22. STATION CODE	23.	24. CODE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI
37	10	61350	SAS	75013		1	08 04 35		

FOD DATA

MAY 1 1963

POSITION CONTROL CERTIFICATION: [signature] 05/05/63
O.P. APPROVAL: [signature]
DATE APPROVED: 1 May 63

FORM 8-62 1152 OBSOLETE PREVIOUS EDITIONS

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

14-00000

SECRET
(When Filled In)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED: 25 September 1961

Field	Entry
1. SERIAL NUMBER	[illegible]
2. NAME (Last-First-Middle)	FLORES Daniel
3. NATURE OF PERSONNEL ACTION	Excepted Appointment (career provisional)
4. EFFECTIVE DATE REQUESTED (Month / Day / Year)	03 / 11 / 62
5. CATEGORY OF EMPLOYMENT	Regular
6. FUNDS	X V TO V
7. COST CENTER NO. CHARGEABLE	2226 1200 1000
8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS	DDP OPSER R I DIV Reference Branch Index Section - Night Shift
10. LOCATION OF OFFICIAL STATION	Wash., D. C.
11. POSITION TITLE	File Clerk
12. POSITION NUMBER	0147
12A. PCR CONTROL NO.	
13. CAREER SERVICE DESIGNATION	D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	GS
15. OCCUPATIONAL SERIES	0305.01
16. GRADE AND STEP	04 1
17. SALARY OR RATE	$4040

18. REMARKS

Regular tour of duty 3:30 PM to 12:00 PM daily/

Subject to trial period ~~and medical~~.

Recorded by CSPD

18A. SIGNATURE OF REQUESTING OFFICIAL: John M. Wigglesworth, Chief, RID/ADM. (signed) 10/2/61

18B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER: James W. Washam (signed)

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. Action Code	20. Employ. Code	21. Office Coding Numeric	Alphabetic	22. Station Code	23. Integree Code	24. Vet. Code	25. Date of Birth (Mo. Da. Yr.)	26. Date of Grade (Mo. Da. Yr.)	27. Date of LEI (Mo. Da. Yr.)
11	10	39400	RI			1	28 04 55	03 11 62	03 11 62

28. Date Exp. Res.	29. Special Reference	30. Retirement Data Code	31. Separation Data Code	32. Correction/Cancellation Data	FOD DATA	33. Security Req. No.	34. Sex
		1				07100	M1

35. Vet. Preference Code	36. Serv. Comp. Date	37. Long. Comp. Date	38. Mil. Serv. Credited Code	39. FEGLI / Health Insurance Code	Health Ins. Code	40. Social Security No.
0	03 11 58	03 11 62	2	1		460-42-6230

41. Previous Government Service Data Code	Category Code	42. Federal Tax Data Code	No. Tax Exemptions	43. State Tax Data Code	No. Tax Exempt	State Code
0	6	1	0	1	0	08

45. POSITION CONTROL CERTIFICATION: (signed) 03-12-62

46. O.P. APPROVAL: James W. Washam (signed)

FORM 1152 USE PREVIOUS EDITION

SECRET

14-00000

14 February 1962

Mr. Daniel Flores
Apartment 203
2828 Connecticut Avenue, N. W.
Washington 8, D. C.

Dear Mr. Flores:

We are pleased to inform you that your appointment with this Agency has been approved at Grade GS-4, salary $4040.00 per annum, as Clerk.

Your permanent employment will depend upon the completion of the following processing at the time of entering on duty: taking the oath of office, signing a loyalty affidavit, participating in a final security interview. Should anything of an unfavorable nature arise during this period, your employment will not result in a permanent appointment.

We hope you will be able to join us at an early date. Please dial 351-2781 and ask for Mrs. Shirley Wells, as soon as possible, in order to arrange an entrance-on-duty date. We would appreciate your selecting a Monday.

Please report to the Receptionist at 1016 - 16th Street, N. W., Room 201 at 8:15 a.m. and ask for Mrs. Wells on the reporting for duty date that you establish with this office. This address is located on 16th Street between K and L Streets opposite Hotel Statler.

Your gross earnings will be subject to deductions for Federal income tax and 6 1/2 percent for the United States Civil Service Retirement Fund. In addition, the benefits of low-cost group life insurance, which will be discussed with you at the time of your entrance on duty, are available to Federal civilian employees. This insurance is not obligatory. However, if you do not wish coverage, which is automatic, you should sign a Waiver of Life Insurance Coverage form at the time you enter on duty.

14-00000

You will not receive a pay check for approximately four weeks after your entrance on duty.

If you have any problems, Mrs. Wells will be glad to discuss them with you when you call.

Very truly yours,

E. D. Echols
Director of Personnel

OP/Corres/mjt
File sent to: Shirley Wells

26 January 1962

Mr. Daniel Flores
Apartment 203
2828 Connecticut Avenue, N. W.
Washington 8, D. C.

Dear Mr. Flores:

Processing of your application for employment with this Agency is continuing. Please advise us if any circumstance should arise which might affect your interest in a position with us.

Your continued interest and patience are appreciated.

Very truly yours,

E. D. Echols
Director of Personnel

OP/Corres/sjm
File sent to: Wells

14-00000

20 October 1961

Mr. Daniel Flores
Apartment 203
2828 Connecticut Avenue, N. W.
Washington 8, D. C.

Dear Mr. Flores:

In connection with your application with this Agency, it will be necessary for you to come to our Medical Office in Central Building, 2430 E Street, N. W., for a pre-employment medical examination which will include determination of physical health and emotional stability.

An appointment may be scheduled by dialing 351-2781 and asking for Mrs. Shirley Wells.

Very truly yours,

E. D. Echols
Director of Personnel

OP/Corres/car
file sent to shirley wells

14-00000

12 October 1961

Mr. Daniel Flores
Apartment 203
2828 Connecticut Avenue, N. W.
Washington 8, D. C.

Dear Mr. Flores:

Your application for employment with this Agency has been reviewed with interest and the processing of your case has been initiated for a full-time position on the 3:30 p.m. to 12:00 p.m. shift at Grade GS-4, salary $4040.00 per annum, plus a ten percent night differential for the hours from 6:00 p.m. to 12:00 p.m., as Clerk.

Your final appointment is dependent upon a number of factors including character and reference investigations, and other processing procedures which may require as long as 120 days. You may be sure that this processing is being accomplished as rapidly as possible.

During this period please notify us of any changes in your present status such as change in address, employment, marital status, etc. If you cannot accept the position or if you have any questions concerning your application, you should write to Mrs. Shirley Wells.

Members of this Agency are entitled to the regular United States Government leave and retirement benefits. Our salaries conform to the rates prescribed by Congress for United States Government agencies.

Thank you for your cooperation and patience during this waiting period.

Very truly yours,

A. D. Echols
Director of Personnel

OP/Corres/car
file sent to shirley wells

SECRET
(When Filled In)

REQUEST FOR SECURITY CLEARANCE

REQUEST NO. (1-5)	[redacted] 07?00
REQUEST DATE (6-11)	6 October 1961
YEAR OF BIRTH (29-30)	4 August 1935
GRADE (43-44)	GS-04
ORGN. CODE (45-48)	3900
TYPE OF APPL. (49)	1
HDQTRS & FUND (50)	1
CLEARANCE (51)	3
RECRUIT. CODE (53-54)	105
VET PREF. & SEX (55)	

NAME (LAST - FIRST - MIDDLE) (12 - 20): FLORES, DANIEL

POSITION TITLE	POSITION NUMBER (31 - 36)	OCCUP. CODE (37 - 42)
FILE CLERK	0147	0305.01

LOCATION (CITY, STATE, COUNTRY)	ASSIGNMENT (OFFICE, DIVISION, BRANCH)
WASHINGTON, D. C.	DDP/OPSER

TYPE OF APPLICANT: X REGULAR; CONTRACT; CONSULTANT; MILITARY

CONVERSION ACTION: | IF OTHER, SPECIFY:

NAME OF REQUESTER (OR OFFICIAL):

TYPE OF ASSIGNMENT AND FUNDS: X HQS; USF; FF; X V; UV

CLEARANCE REQUIRED: PROVISIONAL FOR (INDICATE NAME OF POOL OR GROUP): ; SECRET; X FULL

ATTACHMENTS: X PERSONAL HISTORY STATEMENT; X PHOTOGRAPHS; X APPENDIX I; APPENDIX II; REQUEST FOR WAIVER; X REPORT OF INTERVIEW

VETERANS STATUS: X MALE - VETERAN; MALE - NON-VETERAN; FEMALE - VETERAN; FEMALE - NON-VETERAN

FULL REQUESTED 6 October 1961

Regular tour of duty 3:30 PM to 12:00 PM daily.

1 - SO
1 - OTF

SPACE BELOW FOR OS USE ONLY

FORM 88 377 USE PREVIOUS EDITION

SECRET

(8)

14-00000

15 September 1961

Mr. Daniel Flores
Apartment 203
2828 Connecticut Avenue, N. W.
Washington 8, D. C.

Dear Mr. Flores:

Appropriate members of our staff are reviewing your application for employment to determine whether we have a position available for a person of your qualifications. Although we cannot predict the length of time needed for this review, every effort will be made to reach an early decision. We will keep you as fully informed as possible regarding the status of your case.

Very truly yours,

E. D. Echols
Director of Personnel

OP/Corres-bt
file sent to Mr. Washam

CONFIDENTIAL
(When Filled In)

REPORT OF INTERVIEW	DATE OF INTERVIEW: 21 August 1961	SOURCE: gen info
CANDIDATE (Last, First, Middle): Flores, Daniel	PLACE OF BIRTH: San Marcos, Texas	DATE OF BIRTH: 4 August 1935
TEMPORARY ADDRESS:		PHONE:
PERMANENT ADDRESS: 2828 Connecticut Avenue, N.W., Apt. 203, Washington, D.C.		PHONE: 265-8322
BUSINESS ADDRESS:		PHONE:
PLACE OF INTERVIEW: 16th St		DATE AVAILABLE: immediately on clearance
RECM (Office, serial): RI clerk 3:30-midnight	GS-4	TESTS: SET

19-32-33-84

Mr. Flores had just been recently released from active duty with the USMC when he came in for interview. He has served two tours which included Security guard Embassy duty in Peru and Boliva. His wife was formerly stationed at the Embassy with Dept. of State. He appears to be a mature young man, clean cut, neat appearance, dark complexion and coloring. He is planning to continue his college education at C.U. and is available to work the 3:30 - midnight RI shift. A clerical position at the GS-4 level was discussed in the interview. His wife is a secretary with a law firm in town; they have no children.

~~xxx~~

Mr. Flores is in excellent health and had a very good record with the Marine Corps. Knows of nothing in his background that would be unfavorable in event of reference check. At initial interview he stated that he had no foreign connections, however, after contacting his family in Texas it was determined that his step-mother was born in Mexico and although she came to the US in 1922, she has never become a US citizen.

Full clearance.

DATE SENT TO HQ: 8 Sept 61	INTERVIEWER: Joy Cooney

FORM 1667a

CONFIDENTIAL

CENTRAL INTELLIGENCE AGENCY

WASHINGTON 25, D. C.

Applicant Information
Sheet No. 1

To all persons applying for employment
with the Central Intelligence Agency:

This paper is the first step in applying for employment or consultant status with the Central Intelligence Agency. No application may proceed beyond this first step if the applicant is not in agreement with the conditions stated below:

General Considerations:

1. The National Security Act of 26 July 1947 (Public Law 253, 80th Congress) which created the Central Intelligence Agency places upon the Agency the responsibility:

a. "to advise the National Security Council in matters concerning such intelligence activities of the Government departments and agencies as relate to the national security;

b. "to make recommendations to the National Security Council for the coordination of such intelligence activities of the departments and agencies of the Government as relate to the national security;

c. "to correlate and evaluate intelligence relating to the national security, and provide for the appropriate dissemination of such intelligence within the Government . . . ;

d. "to perform, for the benefit of the existing intelligence agencies, such additional services of common concern as the National Security Council determines can be more efficiently accomplished centrally;

e. "to perform such other functions and duties related to intelligence affecting the national security as the National Security Council may from time to time direct."

14-00000

The special character of this national responsibility requires the Agency to maintain correspondingly special employment criteria which may be different from the routine or normal employment standards of other Government departments and agencies which do not have the highly sensitive responsibility borne by the Central Intelligence Agency. It follows that the investigation of applicants prerequisite to their acceptance is a time-consuming process which, in addition to loyalty and security checks, includes evaluation of competence, physical and emotional fitness, and availability of a suitable position at such time as employment may be offered. This is called "clearance" of an applicant.

2. Investigation of an applicant may reveal something which prevents his clearance - perhaps something of which the applicant is genuinely unaware, perhaps something which only the special employment criteria of the Agency make unacceptable. In any event, adverse findings by the Agency are conclusive and final so far as the Agency is concerned, and no statement of specific reasons is made to the applicant.

3. Employment by the Central Intelligence Agency is not a right upon which an applicant can insist. Offer of employment which is subject to full clearance does not constitute a commitment on the Agency's part giving an unsuccessful applicant grounds for any claim against the Agency. Acceptance of employment upon the condition of clearance is at the applicant's risk, taken with the knowledge that a very substantial percentage of applicants are not cleared.

Statement of Understanding
and Agreement

I have read, understand, and agree to the foregoing General Considerations. If not accepted for employment by the Central Intelligence Agency, I will make no claim or demand in conflict with those considerations.

I have also seen and read Applicant Information Sheet No. 2.

SIGNED at Washington, D. C., this 11 day of September, 1961.

Daniel Flores
(Signature of Applicant)
Daniel Flores

14-00000

SECRET

REPRODUCTION MASTERS SECRET BIOGRAPHIC PROFILE

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Handle With Care

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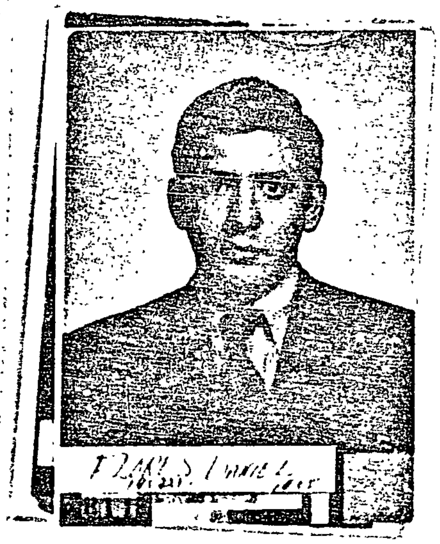

SECRET

NOTIFICATION OF ESTABLISHMENT OR CANCELLATION OF OFFICIAL COVER BACKSTOP

DATE	6 OCTOBER 75
FILE NO.	15675
SS NUMBER	460-48-0230.
EMPLOYEE NUMBER	036130
ID CARD NUMBER	

TO: (Check)

- X CHIEF, CONTROL DIVISION, OP
- CHIEF, CONTRACT PERSONNEL DIVISION, OP
- X CHIEF, (OPERATING COMPONENT FOR ACTION) ATTN: LA

REF. Form 1322 dated 18 Aug 75

STATUS	X	STAFF		CONTRACT

OFFICIAL COVER: X ESTABLISHED / CANCELLED

SUBJECT: FLORES, DANIEL

UNIT: DEPARTMENT OF STATE

KEEP ON TOP OF FILE WHILE COVER IN EFFECT

ESTABLISHMENT OF OFFICIAL COVER (BLOCK RECORDS)

- [X] BASIC COVER PROVIDED EFFECTIVE DATE EOD
- [ ] OPERATIONAL COVER PROVIDED FOR ____ TOY ____ OTHER (Specify)

X SUBMIT FORM 642 IMMEDIATELY TO CHANGE TELEPHONE LIMITATION CATEGORY TO CATEGORY 3 (HHB 20-7)

X SUBMIT FORM 3254 State W-2 TO BE ISSUED. (HHB 20-11)

X SUBMIT FORM 1322 FOR ANY CHANGE AFFECTING THIS COVER. (HR 240-2e)

X SUBMIT FORM 1323 FOR TRANSFERRING COVER RESPONSIBILITY. (HR 240-2e)

X EAA. CATEGORY I | | CATEGORY II | X

X SUBMIT FORM 2688 FOR ACE HOSPITALIZATION CARD

REMARKS AND/OR COVER HISTORY

12 Mar 62-2 Dec 67-Hqs-Overt
3 Dec 67-9 Apr 69-Hqs-DAC
10 Apr 69-May 71-Ecuador-State-Int.
May 71-Sep 71-H/L & Tdy-State-Int.
Sep 71-Mar 74-Peru-State-Int.
Mar 74-13 Sep 75-Hqs-State-Int.
14 Sep 75- -Hqs-State-Nominal

CANCELLATION OF OFFICIAL COVER (UNBLOCK RECORDS)

EFFECTIVE DATE:

SUBMIT FORM 3254 ____ W-2 TO BE ISSUED (HHB 20-7)

SUBMIT FORM 642 IMMEDIATELY TO CHANGE TELEPHONE LIMITATION CATEGORY TO CATEGORY ____ (HHB 20-7)

EAA. CATEGORY I		CATEGORY II	

RETURN ALL OFFICIAL DOCUMENTATION TO CCS

SUBMIT FORM 2688 FOR ____ HOSPITALIZATION CARD.

DO NOT WRITE IN THIS BLOCK

DISTRIBUTION:

[signature]

SECRET

14-00000

SECRET

NOTIFICATION OF ESTABLISHMENT OR CANCELLATION OF OFFICIAL COVER BACKSTOP

DATE: 23 APRIL 1974

FILE NO.: 15675

TO: (Check)
X CHIEF, CONTROL DIVISION, OP
CHIEF, CONTRACT PERSONNEL DIVISION, OP
X CHIEF, OPERATING COMPONENT (For action) WH

SS NUMBER: 460-486230

EMPLOYEE NUMBER: 036130

ID CARD NUMBER:

ATTN: CHIEF SUPPORT STAFF

REF: FORM 2458, DATED 16 JANUARY 1974

OFFICIAL COVER: X ESTABLISHED / DISCONTINUED

SUBJECT: DANIEL FLORES

UNIT: DEPARTMENT OF STATE

KEEP ON TOP OF FILE WHILE COVER IN EFFECT

THIS MEMO MUST REMAIN ON TOP OF FILE

X ESTABLISHMENT OF OFFICIAL COVER BLOCK RECORDS

X [X] BASIC COVER PROVIDED EFFECTIVE DATE EOD

[ ] OPERATIONAL COVER PROVIDED PSP ______ TDY ______ OTHER (Specify)

X SUBMIT FORM 642 IMMEDIATELY TO CHANGE TELEPHONE LIMITATION CATEGORY TO CATEGORY 4 (HHB 20-7)

X SUBMIT FORM 3754 ... 2 (HHB 20-11)

X SUBMIT FORM 1322 ... COVER. (HB 240-2e)

X SUBMIT FORM 1323 FOR TRANSFERRING COVER RESPONSIBILITY. (HB 240-2e)

X EAA: CATEGORY I ___ CATEGORY II XX

X SUBMIT FORM 2688 FOR AGE HOSPITALIZATION CARD

REMARKS AND OR COVER HISTORY

MAR 62-DEC 67-U.S.-OVERT
DEC 67-APR 69-U.S.-DAC
10 APR 69-MAY 71-GUAYAQUIL-STATE-INTEGRATED
MAY 71-MAR 74-PERU-STATE-INTEGRATED
MAR 74-HOS-STATE-INTEGRATED

CANCELLATION OF OFFICIAL COVER UNBLOCK RECORDS EFFECTIVE DATE:

SUBMIT FORM ... #-2 TO BE ISSUED. ...

SUBMIT FORM 642 IMMEDIATELY TO CHANGE TELEPHONE LIMITATION CATEGORY TO CATEGORY ______ (HHB 20-7)

EAA: CATEGORY I ___ CATEGORY II ___

... TO CCS

... IN THIS BLOCK

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NOTIFICATION OF ESTABLISHMENT OR CANCELLATION OF OFFICIAL COVER BACKSTOP

DATE	27 November 1967
FILE NUMBER	15675
EMPLOYEE NUMBER	036130
ID CARD NUMBER	1661

TO:
- X CHIEF, PERSONNEL OPERATIONS DIVISION
- CHIEF, CONTRACT PERSONNEL DIVISION
- X CHIEF, OPERATING COMPONENT (For action) CT

ATTN: Mr. Pavlyak

REF: Verbal Request

SUBJECT: X FLORES, Daniel (NMI)

OFFICIAL COVER: X BACKSTOP ESTABLISHED / DISCONTINUED

UNIT: USAE, Geographical Evaluation & Analysis Gp

KEEP ON TOP OF FILE WHILE COVER IN EFFECT

ESTABLISHMENT OF OFFICIAL COVER BLOCK RECORDS (opmemo 20-800-11)	CANCELLATION OF OFFICIAL COVER UNBLOCK RECORDS (opmemo 20-800-11)
X A. TEMPORARILY FOR ____ DAYS EFFECTIVE DATE COB ____ B. CONTINUING ~~AS OF COB~~ 3 Dec 67	DATE (as of COB)
X SUBMIT FORM 642 TO CHANGE LIMITATION CATEGORY. (HHB 20-7)	SUBMIT FORM 642 TO CHANGE LIMITATION CATEGORY. (HHB 20-7)
X ASCERTAIN THAT ARMY W-2 BEING ISSUED. (HB 20-661-1)	RETURN ALL OFFICIAL DOCUMENTATION TO CCS.
X SUBMIT FORM 1322 FOR ANY CHANGE AFFECTING THIS COVER. (HR-240-2e)	DO NOT WRITE IN THIS BLOCK - FOR CCS INTERNAL USE ONLY
X SUBMIT FORM 1323 FOR TRANSFERRING COVER RESPONSIBILITY. (HR-240-2e)	
CONCUR IN ISSUANCE: AGE HOSPITALIZATION CARD / NACS HOSPITALIZATION CARD	

REMARKS AND/OR COVER HISTORY

Mar 62 - Dec 62 Overt

EDP/nch

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[signature]

CHIEF, OFFICIAL COVER CONTROL STAFF

FORM 1551 [illegible]

SECRET

A11 L48 304 015

"PAY ACJUSTMENT IN ACCORCANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5 U.S.C. AND EXECUTIVE ORDER 12165 PURSUANT TO AUTHORITY OF DCI AS PROVIDEC IN THE CIA ACT OF 1949, AS AMENDEC, AND DCI DIRECTIVE CATED 8 OCTOBER 1962."

EFFECTIVE CATE OF PAY ACJUSTMENT: 07 OCTOBER 1979

NAME	ID NUMBER	ORG.	SCH-GR-STEP	NEW SALARY
FLORES CANIEL	0C36130	LA	GS 13 3	$31,333

5656

1. SERIAL NO	2 NAME	3 ORGANIZATION	4 FUNDS	5 LWOP HOURS
[illegible]	[illegible]	[illegible]		

6 OLD SALARY RATE				7 NEW SALARY RATE				8 TYPE ACTION		
Grade	Step	Salary	Last Eff Date	Grade	Step	Salary	EFFECTIVE DATE	WGI	QSI	ADJ.
[illegible]	3	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]			

CERTIFICATION AND AUTHENTICATION

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE

SIGNATURE

DATE

- [ ] NO EXCESS LWOP
- [ ] IN PAY STATUS AT END OF WAITING PERIOD
- [ ] LWOP STATUS AT END OF WAITING PERIOD

CLERK'S INITIALS

FORM 10-73 560 E

PAY CHANGE NOTIFICATION

A11 L48 304 015

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5 U.S.C. AND EXECUTIVE ORDER 12087 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 08 OCTOBER 1978

NAME	ID NUMBER	ORG.	SCH-GR-STEP	NEW SALARY
FLORES DANIEL	0036135	LA	GS 13 2	$28,368

.5678

1 SERIAL NO	2 NAME			3 ORGANIZATION		4 FUNDS	5 LWOP HOURS		
036130	FLORES DANIEL			51 62C					
6 OLD SALARY RATE				7 NEW SALARY RATE			8 TYPE ACTION		
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	WGI	QSI	ADJ.
GS 13	2	$28,368	01/29/78	GS 13	3	$29,265	01/28/79			

CERTIFICATION AND AUTHENTICATION

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE

SIGNATURE [signature] DATE [handwritten date]

[X] NO EXCESS LWOP

[X] IN PAY STATUS AT END OF WAITING PERIOD

[ ] LWOP STATUS AT END OF WAITING PERIOD

CLERK [signature] AUDITED BY [initials]

FORM 1152 560F USE PREVIOUS EDITION

PAY CHANGE NOTIFICATION

14-00000

SEA 021078

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

OCF

1. SERIAL NUMBER	2. NAME (LAST-FIRST-MIDDLE)
036130	FLORES DANIEL

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE (MO DA YR)	5. CATEGORY OF EMPLOYMENT
REASSIGNMENT	02 11 78	REGULAR

6. FUNDS	V TO V	V TO CF	7. CAN AND NSCA	8. CSC OR OTHER LEGAL AUTHORITY
	CF TO V	CF TO CF	8035 0990 0000	50 USC 403 J

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDO/LA DIVISION FOREIGN FIELD MEXICO CITY, MEXICO STATION INDEPENDENT OPS BRANCH	MEXICO CITY, MEXICO

11. POSITION TITLE	12. POSITION NUMBER	13. SERVICE DESIGNATION
OPERATIONS OFFICER	GK76	DOG

14. CLASSIFICATION SCHEDULE (GS, WB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	0136.01	13 2	26889

18. REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 Employ Code	21 OFFICE CODING NUMERIC	ALPHABETIC	22 STATION CODE	23 INTEGREE CODE	24 Hdqtrs Code	25 DATE OF BIRTH	26 DATE OF GRADE	27 DATE OF LEI
37	10	51620	LA	45075		3	08 04 35		

28 NTE EXPIRES (MO DA YR) | 29 SPECIAL REFERENCE | 30 RETIREMENT DATA (1 CSC, 2 CIA, 3 FICA, 4 NONE; CODE) | 31 SEPARATION DATA CODE | 32 Correction/Cancellation Data (TYPE, MO DA YR) | EOD DATA | 33 SECURITY REQ NO | 34 SEX

35 VET PREFERENCE (CODE; 0 NONE, 1 5 PT, 2 10 PT) | 36 SERV COMP DATE (MO DA YR) | 37 LONG COMP. DATE (MO DA YR) | 38 CAREER CATEGORY (LAR RESV, PROV TEMP; CODE) | 39 FEGLI / HEALTH INSURANCE (CODE; 0 WAIVED, 1 YES; HEALTH INS CODE) | 40 SOCIAL SECURITY NO

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE (CODE; 0 NO PREVIOUS SERVICE, 1 NO BREAK IN SERVICE, 2 BREAK IN SERVICE LESS THAN 3 YRS, 3 BREAK IN SERVICE MORE THAN 3 YRS) | 42 LEAVE CAT CODE | 43 FEDERAL TAX DATA (FORM EXECUTED 1 YES 2 NO; CODE; NO TAX EXEMPTIONS) | 44 STATE TAX DATA (FORM EXECUTED 1 YES 2 NO; CODE; NO TAX EXEMP; STATE CODE)

SIGNATURE OR OTHER AUTHENTICATION

FORM 1150 5-74 May 10 74 Use Previous Edition

SECRET SEA

E2 IMPDET CL BY 007622

A11 L48 1C0 255

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5 U.S.C. AND EXECUTIVE ORDER 12010 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 09 OCTOBER 1977

NAME	ID NUMBER	ORG.	SCH-GR-STEP	NEW SALARY
FLORES DANIEL	0036130	LA	GS 13 1	$26,022

5927

CPD: 7 APR 77

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER	2. NAME (LAST-FIRST-MIDDLE)
036130	FLORES DANIEL

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE (MO DA YR)	5. CATEGORY OF EMPLOYMENT
REMOVAL FROM PARTICIPATION IN CIA RETIREMENT AND DISABILITY SYSTEM	04 10 77	REGULAR

6. FUNDS		V TO V		V TO CF	7. FAN AND NSCA	8. CSC OR OTHER LEGAL AUTHORITY
		CF TO V	X	CF TO CF	7135 4534 0000	PL 88-643 SECT. 203

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDO/LA DIVISION	WASH., D.C.

11. POSITION TITLE	12. POSITION NUMBER	13. SERVICE DESIGNATION
		DQG

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
		13	

18. REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. Employ Code	21. OFFICE CODING (NUMERIC / ALPHABETIC)	22. STATION CODE	23. INTEGREE CODE	24. Hdqtrs Code	25. DATE OF BIRTH (MO DA YR)	26. DATE OF GRADE (MO DA YR)	27. DATE OF LEI (MO DA YR)

28. NTE EXPIRES (MO DA YR)	29. SPECIAL REFERENCE	30. RETIREMENT DATA (1 CSC, 2 CIA, 3 FICA, 5 NONE) CODE	31. SEPARATION DATA CODE	32. Correction/Cancellation Data (TYPE, MO DA YR)	EOD DATA	33. SECURITY REQ NO	34. SEX
		1					

35. VET PREFERENCE (CODE: 0 NONE, 1 5 PT, 2 10 PT)	36. SERV COMP DATE (MO DA YR)	37. LONG COMP DATE (MO DA YR)	38. CAREER CATEGORY	39. FEGLI / HEALTH INSURANCE	40. SOCIAL SECURITY NO

41. PREVIOUS CIVILIAN GOVERNMENT SERVICE (CODE: 0 NO PREVIOUS SERVICE, 1 NO BREAK IN SERVICE, 2 BREAK IN SERVICE LESS THAN 3 YRS, 3 BREAK IN SERVICE MORE THAN 3 YRS)	42. LEAVE CAT CODE	43. FEDERAL TAX DATA	44. STATE TAX DATA

SIGNATURE OR OTHER AUTHENTICATION

FORM 1150 Use Previous Edition

SECRET

PLF: 01 MAR 77

SECRET
(When Filled In)

OCF

NOTIFICATION OF PERSONNEL ACTION

1 SERIAL NUMBER	2 NAME (LAST-FIRST-MIDDLE)
036130	FLORES DANIEL

3 NATURE OF PERSONNEL ACTION	4 EFFECTIVE DATE (MO DA YR)	5 CATEGORY OF EMPLOYMENT
REASSIGNMENT	02 26 77	REGULAR

6 FUNDS		V TO V		V TO CF	7 FAN AND NSCA	8 CSC OR OTHER LEGAL AUTHORITY
		CF TO V	X	CF TO CF	7135 4534 0000	50 USC 403 J

9 ORGANIZATIONAL DESIGNATIONS	10 LOCATION OF OFFICIAL STATION
DDO/LA DIVISION CUBA OPERATIONS GROUP EA AREA	WASH., D.C.

11 POSITION TITLE	12 POSITION NUMBER	13 SERVICE DESIGNATION
OPERATIONS OFFICER	FS35	DOG

14 CLASSIFICATION SCHEDULE (GS, LB, etc.)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE
GS	0136.01	13 1	24308

18 REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 Employ. Code	21 OFFICE CODING (NUMERIC / ALPHABETIC)	22 STATION CODE	23 INTEGREE CODE	24 Hours Code	25 DATE OF BIRTH (MO DA YR)	26 DATE OF GRADE (MO DA YR)	27 DATE OF LEI (MO DA YR)
37	10	51500 LA	75013		1	08 04 35		

28 NTE EXPIRES (MO DA YR)	29 SPECIAL REFERENCE	30 RETIREMENT DATA (1 CSC, 2 CIA, 3 FICA, 5 NONE) CODE	31 SEPARATION DATA CODE	32 Correction/Cancellation Data (TYPE, MO DA YR)	EOD DATA	33 SECURITY REQ NO	34 SEX

35 VET PREFERENCE (CODE: 0 NONE, 1 5 PT, 2 10 PT)	36 SERV COMP DATE (MO DA YR)	37 LONG COMP DATE (MO DA YR)	38 CAREER CATEGORY (CAR, RESV, PROV, TEMP) CODE	39 FEGLI / HEALTH INSURANCE (CODE: 0 WAIVED, 1 YES; HEALTH INS CODE)	40 SOCIAL SECURITY NO

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE (CODE: 0 NO PREVIOUS SERVICE, 1 NO BREAK IN SERVICE, 2 BREAK IN SERVICE LESS THAN 3 YRS, 3 BREAK IN SERVICE MORE THAN 3 YRS)	42 LEAVE CAT CODE	43 FEDERAL TAX DATA (FORM EXECUTED 1 YES 2 NO; CODE; NO. TAX EXEMPTIONS)	44 STATE TAX DATA (FORM EXECUTED 1 YES 2 NO; CODE; NO. TAX EXEMP; STATE CODE)

SIGNATURE OR OTHER AUTHENTICATION

[signature]

FORM 1150 Use Previous Edition
5-74 May 10 74

SECRET

14-00000

AEO: 1 FEB 77

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

OLF

1. SERIAL NUMBER	2. NAME (LAST-FIRST-MIDDLE)
036130	FLORES DANIEL

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE (MO DA YR)	5. CATEGORY OF EMPLOYMENT
PROMOTION	01 30 77	REGULAR

6. FUNDS		V TO V		V TO CF	7. FAN AND NSCA	8. CSC OR OTHER LEGAL AUTHORITY
		CF TO V	X	CF TO CF	7135 4534 0000	50 USC 403 J

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDO/LA DIVISION CUBA OPERATIONS GROUP WH AREA	WASH., D.C.

11. POSITION TITLE	12. POSITION NUMBER	13. SERVICE DESIGNATION
OPERATIONS OFFICER	CG66	DOG

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	0136.01	13 1	24308

18. REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. Employ. Code	21. OFFICE CODING (NUMERIC)	(ALPHABETIC)	22. STATION CODE	23. INTEGREE CODE	24. Hours Code	25. DATE OF BIRTH (MO DA YR)	26. DATE OF GRADE (MO DA YR)	27. DATE OF LEI (MO DA YR)
22	10	51500	LA	75013		1	03 04 35	01 30 77	01 30 77

28. NTE EXPIRES | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA | 31. SEPARATION DATA CODE | 32. Correction Cancellation Data | EOD DATA | 33. SECURITY REQ. NO. | 34. SEX

35. VET PREFERENCE | 36. SERV. COMP. DATE | 37. LONG COMP. DATE | 38. CAREER CATEGORY | 39. | 40. FEGLI / HEALTH INSURANCE | 41. SOCIAL SECURITY NO.

42. PREVIOUS CIVILIAN GOVERNMENT SERVICE | 43. LEAVE CAT. | 44. FEDERAL TAX DATA | 45. STATE TAX DATA

SIGNATURE OR OTHER AUTHENTICATION

[illegible signature]

SECRET

KKK: 6 DEC 76

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

OCF

1 SERIAL NUMBER	2 NAME (LAST-FIRST-MIDDLE)
036130	FLORES DANIEL

3 NATURE OF PERSONNEL ACTION	4 EFFECTIVE DATE (MO DA YR)	5 CATEGORY OF EMPLOYMENT
REASSIGNMENT	12 04 76	REGULAR

6 FUNDS		V TO V		V TO CF	7 FAN AND NSCA	8 CSC OR OTHER LEGAL AUTHORITY
		CF TO V	X	CF TO CF	7135 4534 0000	50 USC 403 J

9 ORGANIZATIONAL DESIGNATIONS	10 LOCATION OF OFFICIAL STATION
DDO/LA DIVISION CUBA OPERATIONS GROUP WH AREA	WASH., D.C.

11 POSITION TITLE	12 POSITION NUMBER	13 SERVICE DESIGNATION
OPERATIONS OFFICER	CG67	DQG

14 CLASSIFICATION SCHEDULE (GS, LB, etc.)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE
GS	0136.01	12 4	22485

18 REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 Employee Code	21 OFFICE CODING (NUMERIC / ALPHABETIC)	22 STATION CODE	23 INTEGREE CODE	24 Health Code	25 DATE OF BIRTH (MO DA YR)	26 DATE OF GRADE	27 DATE OF LEI
37	10	51500 LA	75013		1	03 04 35		

28 NTE EXPIRES | 29 SPECIAL REFERENCE | 30 RETIREMENT DATA | 31 SEPARATION DATA CODE | 32 Correction/Cancellation Data | EOD DATA | 33 SECURITY REQ NO | 34 SEX

35 VET PREFERENCE | 36 SERV COMP DATE | 37 LONG COMP DATE | 38 CAREER CATEGORY | 39 FEGLI / HEALTH INSURANCE | 40 SOCIAL SECURITY NO

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE | 42 LEAVE CAT CODE | 43 FEDERAL TAX DATA | 44 STATE TAX DATA

SIGNATURE OR OTHER AUTHENTICATION

FROM: CTA

PIF

1. SERIAL NO.	2. NAME	3. ORGANIZATION	4. FUNDS	5. COST CENTER
[illegible]	[illegible] CARTER	[illegible]	[illegible]	

6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION		
Grade	Step	Salary	Last PP Date	Grade	Step	Salary	EFFECTIVE DATE	WGI	QSI	ADJ
[illegible]	3	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]			

CERTIFICATION AND AUTHENTICATION

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE

SIGNATURE	DATE

- [ ] NO EXCESS LWOP
- [ ] IN PAY STATUS AT END OF WAITING PERIOD
- [ ] LWOP STATUS AT END OF WAITING PERIOD

CLERKS INITIALS | AUDITED BY

FORM 10-73 560E Use previous editions

PAY CHANGE NOTIFICATION

(4-51)

PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11941 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 8 OCTOBER 1962.

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 OCTOBER 1976

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
FLORES CARTER	[illegible]	17 900	CF	GS 12 3	[illegible]

14-00000

EKKC: 19 JULY 76

SECRET
(When Filled In)

CF

NOTIFICATION OF PERSONNEL ACTION

1 SERIAL NUMBER	2 NAME (LAST-FIRST-MIDDLE)
036130	FLORES DANIEL

3 NATURE OF PERSONNEL ACTION	4 EFFECTIVE DATE (MO DA YR)	5 CATEGORY OF EMPLOYMENT
REASSIGNMENT - CHANGE OF FUNCTIONAL CATEGORY	06 21 76	REGULAR

6 FUNDS				7 FAN AND NSCA	8 CSC OR OTHER LEGAL AUTHORITY
	V TO V		V TO CF		
	CF TO V	X	CF TO CF	T175 3010 3500	50 USC 403 J

9 ORGANIZATIONAL DESIGNATIONS	10 LOCATION OF OFFICIAL STATION
DDA/OTR FUNCTIONAL TRAINING DIVISION OPERATIONS TRAINING BRANCH	WASH., D.C.

11 POSITION TITLE	12 POSITION NUMBER	13 SERVICE DESIGNATION
INSTRUCTOR OPS	0D33	DOG

14 CLASSIFICATION SCHEDULE (GS, LB, etc.)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE
GS	1712.32	12 3	20078

18 REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 Employ Code	21 OFFICE CODING NUMERIC	ALPHABETIC	22 STATION CODE	23 INTEGREE CODE	24 Hdqtrs Code	25 DATE OF BIRTH (MO DA YR)	26 DATE OF GRADE (MO DA YR)	27 DATE OF LEI (MO DA YR)
37	10	17500	OTR	75013		1	08 04 35		

28 NTE EXPIRES (MO DA YR)	29 SPECIAL REFERENCE	30 RETIREMENT DATA (1 CSC, 2 CIA, 3 FICA, 4 NONE) CODE	31 SEPARATION DATA CODE	32 Correction/Cancellation Data (TYPE, MO DA YR)	EOD DATA	33 SECURITY REQ NO.	34 SEX

35 VET PREFERENCE (CODE: 0 NONE, 1 5 PT, 2 10 PT)	36 SERV COMP DATE (MO DA YR)	37 LONG COMP DATE (MO DA YR)	38 CAREER CATEGORY (CAR, RSRV, DPGN, TEMP) CODE	39 FEGLI / HEALTH INSURANCE (CODE: 0 WAIVED, 1 YES; HEALTH INS. CODE)	40 SOCIAL SECURITY NO

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE (CODE: 0 NO PREVIOUS SERVICE, 1 NO BREAK IN SERVICE, 2 BREAK IN SERVICE LESS THAN 3 YRS, 3 BREAK IN SERVICE MORE THAN 3 YRS)	42 LEAVE CAT CODE	43 FEDERAL TAX DATA (FORM EXECUTED 1 YES 2 NO; CODE; NO. TAX EXEMPTIONS)	44 STATE TAX DATA (FORM EXECUTED 1 YES 2 NO; CODE; NO. TAX EXEMP; STATE CODE)

SIGNATURE OR OTHER AUTHENTICATION

FROM: LA

DfM

AEQ

FORM 1150 Use Previous Editions

E2 IMPDET CL BY 007622

SECRET

14-00000

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11883 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 12 OCTOBER 1975

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
FLORES DANIEL	036130	51 500	CF	GS 12 2	$20,032

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11811 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 08 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 13 OCTOBER 1974

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
FLORES DANIEL	036130	51 500	CF	GS 12 1	$18,463

14-00000

FOR PURPOSES OF THE FAIR LABOR STANDARDS ACT, AS AMENDED, YOU ARE DESIGNATED EXEMPT.

EFFECTIVE DATE OF DESIGNATION: 01 MAY 1974.

FLORES DANIEL 036130 41351084

1 SERIAL NO	2 NAME	3 ORGANIZATION	4 FUNDS	5 LWOP HOURS
036130	FLORES DANIEL	51 500	CF	

6 OLD SALARY RATE				7 NEW SALARY RATE				8 TYPE ACTION	
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADJ
GS 12	2	~~$19,076~~ 20032	11/24/74	GS 12	3	~~$19,693~~ 20678	11/23/75		

CERTIFICATION AND AUTHENTICATION

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE

SIGNATURE [signature] DATE [illegible]

Nov 1975

☐ NO EXCESS LWOP

☐ IN PAY STATUS AT END OF WAITING PERIOD

☐ LWOP STATUS AT END OF WAITING PERIOD

CLERKS INITIALS AUDITED BY

FORM 560E Use previous editions

PAY CHANGE NOTIFICATION

14-00000

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

1 SERIAL NUMBER	2 NAME (LAST-FIRST-MIDDLE)
[illegible]	FLORES DANIEL

3 NATURE OF PERSONNEL ACTION	4 EFFECTIVE DATE	5 CATEGORY OF EMPLOYMENT
CONVERSION FROM FSR STATUS	[illegible] 16 75	REGULAR

6 FUNDS	V TO V		V TO CF	7. FAN AND NSCA	8 CSC OR OTHER LEGAL AUTHORITY
	CF TO V	X	CF TO CF	6135 [illegible]	50 USC 403 J

9 ORGANIZATIONAL DESIGNATIONS	10 LOCATION OF OFFICIAL STATION
DDO/LA DIVISION CUBA OPERATIONS GROUP OPS BRANCH	WASH., D.C.

11 POSITION TITLE	12 POSITION NUMBER	13 SERVICE DESIGNATION
OPERATIONS OFFICER	CQ05	DQB

14 CLASSIFICATION SCHEDULE (GS, LB, etc.)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE
GS	0136.01	12 2	19[illegible]

18 REMARKS

WASH., D.C.

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 Employ Code	21 OFFICE CODING	22 STATION CODE	23 INTEGREE CODE	24 Hdqtrs Code	25 DATE OF BIRTH	26 DATE OF GRADE	27. DATE OF LEI
56	1[illegible]	515[illegible] LA	75[illegible]13		1	[illegible] 25		

28 NTE EXPIRES	29 SPECIAL REFERENCE	30 RETIREMENT DATA	31 SEPARATION DATA CODE	32 Correction/Cancellation Data		33 SECURITY REQ NO	34 SEX
		1 CSC 2 CIA 3 FICA 4 NONE			EOD DATA		

35 VET PREFERENCE	36 SERV COMP DATE	37. LONG COMP DATE	38 CAREER CATEGORY	39 FEGLI / HEALTH INSURANCE	40 SOCIAL SECURITY NO
0 NONE 1 5 PT 2 10 PT			CAR RESV PROV TEMP	0 WAIVED 1 YES	

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE	42 LEAVE CAT CODE	43 FEDERAL TAX DATA	44 STATE TAX DATA
0 NO PREVIOUS SERVICE 1 NO BREAK IN SERVICE 2 BREAK IN SERVICE (LESS THAN 3 YRS.) 3 BREAK IN SERVICE (MORE THAN 3 YRS.)		FORM EXECUTED 1 YES 2 NO	FORM EXECUTED 1 YES 2 NO

SIGNATURE OR OTHER AUTHENTICATION

POSTED
19 SEP [illegible]

FORM 1150 9-72 Mfg 8-73 Use Previous Edition

SECRET

E 2 IMPDET CL BY 007622

LT-42

1 SERIAL NO	2 NAME	3 ORGANIZATION	4 FUNDS	5 LWOP HOURS
036130	FLORES DANIEL	51 500	CF	

6 OLD SALARY RATE				7 NEW SALARY RATE				8 TYPE ACTION		
Grade	Step	Salary	Last Eff Date	Grade	Step	Salary	EFFECTIVE DATE	WGI	QSI	ADJ.
GS 12	1	18,463 ~~[illegible]~~	11/25/73	GS 12	2	19,078 ~~[illegible]~~	11/24/74			

CERTIFICATION AND AUTHENTICATION

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE

SIGNATURE Nestor D. Sanchez DATE 23 Sept 74

- [X] NO EXCESS LWOP
- [X] IN PAY STATUS AT END OF WAITING PERIOD
- [ ] LWOP STATUS AT END OF WAITING PERIOD

CLERKS INITIALS

FORM 10-73 560E Use previous editions

PAY CHANGE NOTIFICATION

14-00000

LMP: 27 SEPT 74

SECRET
(When Filled In)

ØDF

NOTIFICATION OF PERSONNEL ACTION

1 SERIAL NUMBER	2 NAME (LAST FIRST MIDDLE)
Ø3613Ø	FLORES DANIEL

3 NATURE OF PERSONNEL ACTION	4 EFFECTIVE DATE (MO DA YR)	5 CATEGORY OF EMPLOYMENT
REASSIGNMENT	Ø9 15 74	REGULAR

6 FUNDS		V TO V		V TO CF	7 FAN AND NSCA	8 CSC OR OTHER LEGAL AUTHORITY
		CF TO V	X	CF TO CF	5135 4534 ØØØØ	5Ø USC 4Ø3 J

9 ORGANIZATIONAL DESIGNATIONS	10 LOCATION OF OFFICIAL STATION
DDO/WH DIVISION WH/COG OPS BRANCH	WASH., D.C.

11 POSITION TITLE	12 POSITION NUMBER	13 SERVICE DESIGNATION
POL OFF ATTACHE OPS OFFICER	1159	DQB

14 CLASSIFICATION SCHEDULE (GS, LB, etc.)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE
FSR GS	Ø136.Ø1	Ø6 1 12 1	13863 17497

18 REMARKS
WASH., D.C.

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 Employ Code	21 OFFICE CODING (NUMERIC)	(ALPHABETIC)	22 STATION CODE	23 INTEGREE CODE	24 Hdqtrs Code	25 DATE OF BIRTH (MO DA YR)	26 DATE OF GRADE	27 DATE OF LEI
37	1Ø	515ØØ	WH	75Ø13	S	1	Ø8 Ø4 35		

28 NTE EXPIRES	29 SPECIAL REFERENCE	30 RETIREMENT DATA	31 SEPARATION DATA CODE	32 Correction/Cancellation Data		33 SECURITY REQ NO	34 SEX
MO DA YR		1 CSC 2 CIA 3 FICA 4 NONE / CODE		TYPE / MO DA YR	EOD DATA		

35 VET PREFERENCE	36 SERV COMP DATE	37 LONG COMP DATE	38 CAREER CATEGORY	39 FEGLI / HEALTH INSURANCE	40 SOCIAL SECURITY NO
CODE 0 NONE 1 5 PT 2 10 PT	MO DA YR	MO DA YR	CAR RESV PROV TEMP / CODE	CODE 0 WAIVED 1 YES / HEALTH INS CODE	

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE	42 LEAVE CAT CODE	43 FEDERAL TAX DATA	44 STATE TAX DATA
CODE 0 NO PREVIOUS SERVICE 1 NO BREAK IN SERVICE 2 BREAK IN SERVICE (LESS THAN 3 YRS) 3 BREAK IN SERVICE (MORE THAN 3 YRS)		FORM EXECUTED 1 YES 2 NO / CODE / NO TAX EXEMPTIONS	FORM EXECUTED 1 YES 2 NO / CODE / NO TAX EXEMP / STATE CODE

SIGNATURE OR OTHER AUTHENTICATION

POSTED
JK 9/27/74

FORM 1150 9-73 Use Previous Edition

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14-00000

19 APR 74

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

1 SERIAL NUMBER	2 NAME (LAST FIRST MIDDLE)
[illegible]	FLORES DANIEL

3 NATURE OF PERSONNEL ACTION	4 EFFECTIVE DATE	5 CATEGORY OF EMPLOYMENT
REASSIGNMENT	07 | 21 | 74	REGULAR

6 FUNDS	V TO V	CF TO V	V TO CF	CF TO CF	7 FAN AND NSCA	8 CSC OR OTHER LEGAL AUTHORITY
		X			5155 4534	50 USC 403 J

9 ORGANIZATIONAL DESIGNATIONS	10 LOCATION OF OFFICIAL STATION
DDO/WH DIVISION WH/COG OPS SUPPORT BRANCH	WASH., D.C.

11 POSITION TITLE	12 POSITION NUMBER	13 SERVICE DESIGNATION
POL OFFICER ATTACHE OPS OFFICER	1134	DOR

14 CLASSIFICATION SCHEDULE (GS, LB, etc.)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE
FSR GS	0136.01	04 1 12 1	13855 17497

18 REMARKS

LIMA, PERU

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 Employ Code	21 OFFICE CODING NUMERIC	ALPHABETIC	22 STATION CODE	23 INTEGREE CODE	24 Region Code	25 DATE OF BIRTH	26 DATE OF GRADE	27 DATE OF LEI
37	10	51500	WH	75013	C	1	[illegible]		

28 NTE EXPIRES	29 SPECIAL REFERENCE	30 RETIREMENT DATA	31 SEPARATION DATA CODE	32 Correction/Cancellation Data		33 SECURITY REQ NO	34 SEX
					EOD DATA		

35 VET PREFERENCE	36 SERV COMP DATE	37 LONG COMP DATE	38 CAREER CATEGORY	39 FEGLI / HEALTH INSURANCE	40 SOCIAL SECURITY NO

41 PREVIOUS Civilian GOVERNMENT SERVICE	42 LEAVE CAT CODE	43 FEDERAL TAX DATA	44 STATE TAX DATA

SIGNATURE OR OTHER AUTHENTICATION

POSTED
OK 5/19/74

FORM 1150 Use Previous Editions

SECRET

14-00000

DNS: 27 JUN 74

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER	339139
2. NAME (LAST-FIRST-MIDDLE)	FLORES DANIEL
3. NATURE OF PERSONNEL ACTION	DESIGNATION AS PARTICIPANT IN CIA RETIREMENT AND DISABILITY SYSTEM
4. EFFECTIVE DATE (MO DA YR)	06 23 74
5. CATEGORY OF EMPLOYMENT	REGULAR
6. FUNDS	V TO V / V TO CF / CF TO V: X / CF TO CF
7. FAN AND NSCA	4135 1096 [illegible]
8. CSC OR OTHER LEGAL AUTHORITY	PL 88-643 SECT. 203
9. ORGANIZATIONAL DESIGNATIONS	DDO/WH DIVISION
10. LOCATION OF OFFICIAL STATION	LIMA, PERU
11. POSITION TITLE	
12. POSITION NUMBER	
13. SERVICE DESIGNATION	D
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	
15. OCCUPATIONAL SERIES	
16. GRADE AND STEP	12
17. SALARY OR RATE	

18. REMARKS

EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF THIS DESIGNATION, AND RIGHT OF APPEAL TO THE DIRECTOR OF CENTRAL INTELLIGENCE.

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE | 20 EMPLOYEE CODE | 21 OFFICE CODING (NUMERIC, ALPHABETIC) | 22 STATION CODE | 23 INTEGRATEE CODE | 24 MAJOR CODE | 25 DATE OF BIRTH | 26 DATE OF GRADE | 27 DATE OF LEI

28 NTE EXPIRES | 29 SPECIAL REFERENCE | 30 RETIREMENT DATA (CODE: 2) | 31 SEPARATION DATA CODE | 32 Correction/Cancellation Data | EOD DATA | 33 SECURITY REG NO | 34 SEX

35 VET PREFERENCE | 36 SERV. COMP DATE | 37 LONG COMP DATE | 38 CAREER CATEGORY | 39 FEGLI / HEALTH INSURANCE | 40 SOCIAL SECURITY NO

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE | 42 LEAVE CAT CODE | 43 FEDERAL TAX DATA | 44 STATE TAX DATA

SIGNATURE OR OTHER AUTHENTICATION

POSTED
OK 28 JUN 1974

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(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

00F.

1 SERIAL NUMBER	2 NAME (LAST-FIRST-MIDDLE)
036130	FLORES DANIEL

3 NATURE OF PERSONNEL ACTION	4 EFFECTIVE DATE (MO DA YR)	5 CATEGORY OF EMPLOYMENT
PROMOTION	11 25 73	REGULAR

6 FUNDS	V TO V		V TO CF	7 FAN AND NSCA	8 CSC OR OTHER LEGAL AUTHORITY
	CF TO V	X	CF TO CF	4135 1054 0000	50 USC 403 J

9 ORGANIZATIONAL DESIGNATIONS	10 LOCATION OF OFFICIAL STATION
DDO/WH DIVISION FOREIGN FIELD BRANCH 3-LIMA, PERU STATION	LIMA, PERU

11 POSITION TITLE	12 POSITION NUMBER	13 SERVICE DESIGNATION
POL OFFICER ATTACHE OPS OFFICER	0136	D

14 CLASSIFICATION SCHEDULE (GS, LB, etc.)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE
FSR GS	0136.01	06 1 12 1	13303 17497

18 REMARKS

LIMA, PERU

HOME BASE: WH

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 Employ Code	21 OFFICE CODING (Numeric)	(Alphabetic)	22 STATION CODE	23 INTEGREE CODE	24 Major Code	25 DATE OF BIRTH	26 DATE OF GRADE	27 DATE OF LEI
22	10	51760	WH	57035	S	3	08 04 35	11 25 73	11 25 73

28 NTE EXPIRES | 29 SPECIAL REFERENCE | 30 RETIREMENT DATA | 31 SEPARATION DATA CODE | 32 Correction / Cancellation Data | EOD DATA | 33 SECURITY REQ NO | 34 SEX

35 VET PREFERENCE | 36 SERV COMP DATE | 37 LONG COMP DATE | 38 CAREER CATEGORY | 39 FEGLI HEALTH INSURANCE | 40 SOCIAL SECURITY NO

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE | 42 LEAVE CAT CODE | 43 FEDERAL TAX DATA | 44 STATE TAX DATA

SIGNATURE OR OTHER AUTHENTICATION

UAB 12-4-73

Use Previous Edition

SECRET

14-00000

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11739 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 08 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 OCTOBER 1973

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
FLORES DANIEL	036130	51 760	CF	GS 11 4	$16,138

"PAY ADJUSTMENT IN ACCORDANCE WITH 5 U.S.C. 5305 AND EXECUTIVE ORDER 11691 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 08 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 07 JANUARY 1973

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
FLORES DANIEL	036130	51 760	CF	GS 11 4	$15,394

C 55

1 SERIAL NO.	2 NAME	3 ORGANIZATION	4 FUNDS	5 LWOP HOURS
036130	FLORES DANIEL	51 760	CF	

6 OLD SALARY RATE				7 NEW SALARY RATE				8 TYPE ACTION	
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADJ
GS 11	3	$14,197	11/28/71	GS 11	4	$14,641	11/26/72		

CERTIFICATION AND AUTHENTICATION

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE Richard L. Conolly DATE 8 September 1972

NO EXCESS LWOP

IN PAY STATUS AT END OF WAITING PERIOD

LWOP STATUS AT END OF WAITING PERIOD

1/3/561

CLERKS INITIALS H.E.FISHER AUDITED BY

FORM 7-66 560 E Use previous editions PAY CHANGE NOTIFICATION (4-51)

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 92-210 AND EXECUTIVE ORDER 11637 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 9 JANUARY 1972

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
FLORES DANIEL	036130	51 760	CF	GS 11 3	$14,197

SECRET
(When Filled In)

GS: 8 DEC 71

NOTIFICATION OF PERSONNEL ACTION

ODF

- 1 SERIAL NUMBER: 036130
- 2 NAME (LAST FIRST MIDDLE): FLORES DANIEL
- 3 NATURE OF PERSONNEL ACTION: PROMOTION
- 4 EFFECTIVE DATE (MO DA YR): 11 28 71
- 5 CATEGORY OF EMPLOYMENT: REGULAR
- 6 FUNDS: V TO V / V TO CF / CF TO V / X CF TO CF
- 7 Financial Analysis No. Chargeable: 2135 1084 0000
- 8 CSC OR OTHER LEGAL AUTHORITY: 50 USC 403 J
- 9 ORGANIZATIONAL DESIGNATIONS: DDP/WH DIVISION, FOREIGN FIELD, BRANCH 3, LIMA, PERU STATION
- 10 LOCATION OF OFFICIAL STATION: LIMA, PERU
- 11 POSITION TITLE: POL OFFICER ATTACHE / OPS OFFICER
- 12 POSITION NUMBER: 0136
- 13 SERVICE DESIGNATION: D
- 14 CLASSIFICATION SCHEDULE (GS, LB, etc.): FSR / GS
- 15 OCCUPATIONAL SERIES: 0136.01
- 16 GRADE AND STEP: 07 1 / 11 3
- 17 SALARY OR RATE: 10014 / 13457
- 18 REMARKS: LIMA, PERU

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 Employ. Code	21 OFFICE CODING (Numeric / Alphabetic)	22 STATION CODE	23 INTEGREE CODE	24 Hdqtrs Code	25 DATE OF BIRTH	26 DATE OF GRADE	27 DATE OF LEI
22	10	51760 WH	57085	S	3	08 04 35	11 28 71	11 28 71

28 NTE EXPIRES | 29 SPECIAL REFERENCE | 30 RETIREMENT DATA | 31 SEPARATION DATA CODE | 32 Correction/Cancellation Data | EOD DATA | 33 SECURITY REQ NO | 34 SEX

35 VET PREFERENCE | 36 SERV COMP DATE | 37 LONG COMP DATE | 38 CAREER CATEGORY | 39 FEGLI / HEALTH INSURANCE | 40 SOCIAL SECURITY NO

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE | 42 LEAVE CAT CODE | 43 FEDERAL TAX DATA | 44 STATE TAX DATA

SIGNATURE OR OTHER AUTHENTICATION

POSTED
12-9-71

SECRET

Form 1150 Use Previous Edition

(When Filled In)

WEB: 29 SEPT 71

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

ODF

1. SERIAL NUMBER	2. NAME (LAST-FIRST-MIDDLE)
036130	FLORES DANIEL

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE (MO DA YR)	5. CATEGORY OF EMPLOYMENT
REASSIGNMENT	09 19 71	REGULAR

6. FUNDS	V TO V		V TO CF	7. Financial Analysis No. Chargeable	8. CSC OR OTHER LEGAL AUTHORITY
	CF TO V	X	CF TO CF	2135 1084 0000	50 USC 403 J

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDP/WH FOREIGN FIELD BRANCH 3 LIMA, PERU STATION	LIMA, PERU

11. POSITION TITLE	12. POSITION NUMBER	13. SERVICE DESIGNATION
POLITICAL OFFICER ATTACHE OPS OFFICER	0136	D

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
FSR GS	0136.01	07 1 10 3	10014 12285

18. REMARKS

GUAYAQUIL, ECUADOR

HOME BASE: WH

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. Employ Code	21. OFFICE CODING (NUMERIC)	(ALPHABETIC)	22. STATION CODE	23. INTEGREE CODE	24. Code	25. DATE OF BIRTH (MO DA YR)	26. DATE OF GRADE	27. DATE OF LEI
37	10	51700	WH	57085	S	3	08 04 35		

28. NTE EXPIRES (MO DA YR)	29. SPECIAL REFERENCE	30. RETIREMENT DATA	31. SEPARATION DATA CODE	32. Correction Cancellation Data		33. SECURITY REQ NO	34. SEX
XX XX XX					EOD DATA		

35 VET PREFERENCE · 36 SERV COMP DATE · 37 LONG COMP DATE · 38 CAREER CATEGORY · 39 FEGLI - HEALTH INSURANCE · 40 SOCIAL SECURITY NO

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE · 42 LEAVE CAT CODE · 43 FEDERAL TAX DATA · 44 STATE TAX DATA

SIGNATURE OR OTHER AUTHENTICATION

POSTED
2-6-71

FORM 1150 3-64 Use Previous Edition

SECRET

BS

14-00000

1. SERIAL NO.	2. NAME	3. ORGANIZATION	4. FUNDS	5. LWOP HOURS
036130	FLORES DANIEL	51 700	CF	

6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION	
Grade	Step	Salary	Last Eff Date	Grade	Step	Salary	EFFECTIVE DATE	St	ADJ.
GS 10	2	$11,901	07/26/70	GS 10	3	$12,295	07/25/71		

JUL 19

CERTIFICATION AND AUTHENTICATION

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE *Richard L. Conolly* DATE *6 May 1971*

- [ ] NO EXCESS LWOP
- [ ] IN PAY STATUS AT END OF WAITING PERIOD
- [ ] LWOP STATUS AT END OF WAITING PERIOD

1/545

CLERKS INITIALS H.E.FISHER AUDITED BY

FORM 7-66 560 E Use previous editions PAY CHANGE NOTIFICATION (4-51)

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-656 AND EXECUTIVE ORDER 11576 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 JANUARY 1971

NAME	SERIAL	ORGN,	FUNDS	GR-STEP	NEW SALARY
FLORES DANIEL	036130	51 700	CF	GS 10 2	$11,901

SECRET
(When Filled In)

BSJ: 10 AUG 70

ODF

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER	2. NAME (LAST FIRST MIDDLE)
036130	FLORES DANIEL

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE (MO DA YR)	5. CATEGORY OF EMPLOYMENT
PROMOTION	07 28 70	REGULAR

6. FUNDS	V TO V	V TO CF	CF TO V	CF TO CF	7. Financial Analysis No. Chargeable	8. CSC OR OTHER LEGAL AUTHORITY
				X	1135 0884 0000	50 USC 403 J

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDP/WH FOREIGN FIELD BRANCH 3 QUITO, ECUADOR STATION GUAYAQUIL, ECUADOR BASE	GUAYAQUIL, ECUADOR

11. POSITION TITLE	12. POSITION NUMBER	13. SERVICE DESIGNATION
POL OFFICER OPS OFFICER	0376	D

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
FSR GS	0136.01	07 1 10 2	9450 11231

18. REMARKS
GUAYAQUIL, ECUADOR.

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. Employ Code	21. OFFICE CODING NUMERIC	ALPHABETIC	22. STATION CODE	23. INTEGREE CODE	24. Health Code	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI
22	10	51700	WH	19559	S	3	03 04 35	07 26 70	07 26 70

28. NTE EXPIRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA	31. SEPARATION DATA CODE	32. Correction / Cancellation Data		33. SECURITY REQ NO	34. SEA
07 25 72	81				EOD DATA		

35. VET PREFERENCE | 36. SERV COMP DATE | 37. LONG COMP DATE | 38. CAREER CATEGORY | 39. FEGLI / HEALTH INSURANCE | 40. SOCIAL SECURITY NO

41. PREVIOUS CIVILIAN GOVERNMENT SERVICE | 42. LEAVE CAT CODE | 43. FEDERAL TAX DATA | 44. STATE TAX DATA

SIGNATURE OR OTHER AUTHENTICATION

POSTED

BSJ

SECRET

14-00000

G55

1 SERIAL NO.	2. NAME	3 ORGANIZATION	4 FUNDS	5 LWOP HOURS
036130	FLORES DANIEL	51 700	CF	

6 OLD SALARY RATE				7. NEW SALARY RATE				8 TYPE ACTION	
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SI	ADJ.
GS 09	2	$ 9,631	04/06/69	GS 09	3	$ 9,942	04/05/70		

CERTIFICATION AND AUTHENTICATION

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE | DATE

☐ NO EXCESS LWOP

☐ IN PAY STATUS AT END OF WAITING PERIOD

☐ LWOP STATUS AT END OF WAITING PERIOD

1 545

CLERKS INITIALS E. S. WHITTLES AUDITED BY

FORM 7-66 560 E Use previous editions PAY CHANGE NOTIFICATION (4-31)

"PAY ADJUSTMENT IN ACCORDANCE WITH SECTION 212 OF PL 90-206 AND EXECUTIVE ORDER 11474 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 13 JULY 1969

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
FLORES DANIEL	036130	51 700	CF	GS 09 2	$ 9,631

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-231 AND EXECUTIVE ORDER 11524 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 28 DECEMBER 1969

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
FLORES DANIEL	036130	51 700	CF	GS 09 2	$10,210

14-00000

SECRET
(When Filled In)

JLD: 24 APR 69

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER	2. NAME (LAST-FIRST-MIDDLE)
036130	FLORES DANIEL

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE (MO DA YR)	5. CATEGORY OF EMPLOYMENT
INTEGRATION-DEPARTMENT OF STATE	04 10 69	REGULAR

6. FUNDS	V TO V	V TO CF	CF TO V	CF TO CF	7. Financial Analysis No. Chargeable	8. CSC OR OTHER LEGAL AUTHORITY
				X	9135 0884 0000	50 USC 403 J

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDP/WH FOREIGN FIELD BRANCH 3 QUITO, ECUADOR STATION GUAYAQUIL, ECUADOR BASE	GUAYQUIL, ECUADOR

11. POSITION TITLE	12. POSITION NUMBER	13. SERVICE DESIGNATION
POL OFFICER OPS OFFICER	0376	D

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
FSR GS	0136.01	07 1 09 2	8153 8744

18. REMARKS

SUBJECT IS TO BE PAID THE DIFFERENCE BETWEEN CIA SALARY OF $8744 AND FSR SALARY OF $8153 TO BE PAID BY DEPT. OF STATE AND ALLOWANCES IN ACCORDANCE THEREWITH.
ALL SICK AND ALL HOURS ANNUAL LEAVE TO BE TRANSFERRED TO THE DEPT. OF STATE
MARITAL STATUS: MARRIED

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. Employ Code	21. OFFICE CODING (NUMERIC)	(ALPHABETIC)	22. STATION CODE	23. INTEGREE CODE	24. Health Code	25. DATE OF BIRTH (MO DA YR)	26. DATE OF GRADE	27. DATE OF LEI
55	10	51700	WH	19559	S	3	08 04 35		

28. NTE EXPIRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA	31. SEPARATION DATA CODE	32. Correction/Cancellation Data		33. SECURITY REQ NO	34. SEX
					EOD DATA		

35. VET PREFERENCE	36. SERV COMP DATE	37. LONG COMP DATE	38. CAREER CATEGORY	39. FEGLI	HEALTH INSURANCE	40. SOCIAL SECURITY NO

41. PREVIOUS CIVILIAN GOVERNMENT SERVICE	42. LEAVE CAT CODE	43. FEDERAL TAX DATA	44. STATE TAX DATA

SIGNATURE OR OTHER AUTHENTICATION

POSTED
04-24-69 [illegible]

SECRET

PLW

14-00000

SECRET
(When Filled In)

JLB: 22 APR 69

NOTIFICATION OF PERSONNEL ACTION

OCF

1. SERIAL NUMBER	2. NAME (LAST-FIRST-MIDDLE)
036130	FLORES DANIEL

3. NATURE OF PERSONNEL ACTION: PROMOTION, TRANSFER TO CONFIDENTIAL FUNDS AND CHANGE OF SERVICE DESIGNATION

4. EFFECTIVE DATE (MO DA YR): 04 06 69

5. CATEGORY OF EMPLOYMENT: REGULAR

6. FUNDS: V TO V / V TO CF (X) / CF TO V / CF TO CF

7. Financial Analysis No. Chargeable: 3135 0864 0000

8. CSC OR OTHER LEGAL AUTHORITY: 50 USC 403 J

9. ORGANIZATIONAL DESIGNATIONS:
DDP/WH
FOREIGN FIELD
BRANCH 3
QUITO, ECUADOR STATION
GUAYAQUIL, ECUADOR BASE

10. LOCATION OF OFFICIAL STATION: GUAYAQUIL, ECUADOR

11. POSITION TITLE	12. POSITION NUMBER	13. SERVICE DESIGNATION
OPS OFFICER	0376	D

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	0136.01	09 2	8744

18. REMARKS: TO BE INTEGRATED

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. Employ. Code	21. OFFICE CODING NUMERIC	ALPHABETIC	22. STATION CODE	23. INTEGREE CODE	24. Money Code	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI
20	10	51700	WH	19559		3	08 04 35	04 06 69	04 06 69

28. NTE EXPIRES · 29. SPECIAL REFERENCE · 30. RETIREMENT DATA · 31. SEPARATION DATA CODE · 32. Correction/Cancellation Data · EOD DATA · 33. SECURITY REQ NO · 34. SEX

35. VET PREFERENCE · 36. SERV. COMP. DATE · 37. LONG COMP. DATE · 38. CAREER CATEGORY · 39. FEGLI / HEALTH INSURANCE · 40. SOCIAL SECURITY NO

41. PREVIOUS CIVILIAN GOVERNMENT SERVICE · 42. WAIVE CAT CODE · 43. FEDERAL TAX DATA · 44. STATE TAX DATA

SIGNATURE OR OTHER AUTHENTICATION

POSTED
042369 0/S

SECRET

14-00000

JLB: 7 OCT 68

SECRET
(When Filled In)

OCF

NOTIFICATION OF PERSONNEL ACTION

1 SERIAL NUMBER	2 NAME (LAST-FIRST-MIDDLE)
036130	FLORES DANIEL

3 NATURE OF PERSONNEL ACTION	4 EFFECTIVE DATE (MO DA YR)	5 CATEGORY OF EMPLOYMENT
REASSIGNMENT	10 06 68	REGULAR

6 FUNDS					7 Financial Analysis No. Chargeable	8 CSC OR OTHER LEGAL AUTHORITY
	X	V TO V		V TO CF		
		CF TO V		CF TO CF	9235 0620 0000	50 USC 403 J

9 ORGANIZATIONAL DESIGNATIONS	10 LOCATION OF OFFICIAL STATION
DDP/WH BRANCH 4 URUGUAY/PARAGUAY SECTION	WASH., D.C.

11 POSITION TITLE	12 POSITION NUMBER	13 SERVICE DESIGNATION
OPS OFFICER	1441	SJ

14 CLASSIFICATION SCHEDULE (GS, LB, etc.)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE
GS	0136.01	08 2	7956

18 REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 Employ Code	21 OFFICE CODING (NUMERIC / ALPHABETIC)	22 STATION CODE	23 INTEGREE CODE	24 Military Code	25 DATE OF BIRTH (MO DA YR)	26 DATE OF GRADE	27 DATE OF LEI
37	10	51450 WH	75013		1	08 04 35		

28 NTE EXPIRES	29 SPECIAL REFERENCE	30 RETIREMENT DATA	31 SEPARATION DATA CODE	32 Correction/Cancellation Data		33 SECURITY REQ NO	34 SEX
MO DA YR		1 CSC 2 CIA 3 FICA 4 NONE / CODE		TYPE / MO DA YR	EOD DATA		

35 VET PREFERENCE	36 SERV COMP DATE	37 LONG COMP DATE	38 CAREER CATEGORY	39 FEGLI / HEALTH INSURANCE	40 SOCIAL SECURITY NO
CODE: 0 NONE 1 5 PT 2 10 PT	MO DA YR	MO DA YR	CAR REGV PROV TEMP	FEGLI CODE / 0 WAIVED 1 YES / HEALTH INS CODE	

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE	42 LEAVE CAT CODE	43 FEDERAL TAX DATA	44 STATE TAX DATA
CODE: 0 NO PREVIOUS SERVICE; 1 NO BREAK IN SERVICE; 2 BREAK IN SERVICE LESS THAN 3 YRS; 3 BREAK IN SERVICE MORE THAN 3 YRS		FORM EXECUTED 1 YES 2 NO / CODE / NO TAX EXEMPTIONS	FORM EXECUTED 1 YES 2 NO / CODE / NO TAX EXEMP / STATE CODE

SIGNATURE OR OTHER AUTHENTICATION

FROM CTP

LOGGED
[handwritten initials and date]

FORM 1150 Use Previous Edition

SECRET

SF.

Excluded from automatic downgrading and declassification

(When Filled In)

14-00000

"PAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-206 AND EXECUTIVE ORDER 11413 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 JULY 1968

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
FLORES DANIEL	036130	28 300	V	GS 08 2	$ 7,630	$ 7,956

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 90-206 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962,"

EFFECTIVE DATE OF PAY ADJUSTMENT: 8 OCTOBER 1967

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
FLORES DANIEL	036130	28 300	V	GS 06 3	$ 6,263	$ 6,547

SECRET
(When Filled In)

JLB: 24 JUN 68

NOTIFICATION OF PERSONNEL ACTION

OCF

1 SERIAL NUMBER	2 NAME (LAST-FIRST-MIDDLE)
036130	FLORES DANIEL

3 NATURE OF PERSONNEL ACTION	4 EFFECTIVE DATE (MO DA YR)	5 CATEGORY OF EMPLOYMENT
PROMOTION	06 16 68	REGULAR

6. FUNDS		V TO V		V TO CF	7 Financial Analysis No. Chargeable	8 CSC OR OTHER LEGAL AUTHORITY
	X	CF TO V		CF TO CF	8275 2100 0000	50 USC 403 J

9. ORGANIZATIONAL DESIGNATIONS	10 LOCATION OF OFFICIAL STATION
DDS/OTR CAREER TRAINING PROGRAM	WASH., D.C.

11. POSITION TITLE	12 POSITION NUMBER	13 SERVICE DESIGNATION
CAREER TRAINEE	0748	SJ

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17. SALARY OR RATE
GS	0090.01	08 2	7630

18 REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 Employ Code	21 OFFICE CODING (NUMERIC)	21 OFFICE CODING (ALPHABETIC)	22 STATION CODE	23 INTEGREE CODE	24 Hdqtrs Code	25 DATE OF BIRTH (MO DA YR)	26 DATE OF GRADE (MO DA YR)	27 DATE OF LEI (MO DA YR)
22	10	26300	CTP	75013		1	08 04 35	06 16 68	06 16 68

28 NTE EXPIRES (MO DA YR)	29 SPECIAL REFERENCE	30 RETIREMENT DATA (1 CSC, 2 CIA, 3 FICA, 5 NONE) CODE	31 SEPARATION DATA CODE	32 Correction - Cancellation Data (TYPE, MO DA YR)	33 SECURITY REQ NO	34 SEX
				EOD DATA		

35 VET PREFERENCE (CODE: 0 NONE, 1 5 PT, 2 10 PT)	36 SERV COMP DATE (MO DA YR)	37 LONG COMP DATE (MO DA YR)	38 CAREER CATEGORY (CAR, RESV, PROV, TEMP) CODE	39 FEGLI / HEALTH INSURANCE (CODE: 0 WAIVED, 1 YES; HEALTH INS CODE)	40 SOCIAL SECURITY NO.

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE (CODE: 0 NO PREVIOUS SERVICE, 1 NO BREAK IN SERVICE, 2 BREAK IN SERVICE LESS THAN 3 YRS, 3 BREAK IN SERVICE MORE THAN 3 YRS)	42 LEAVE CAT CODE	43 FEDERAL TAX DATA (FORM EXECUTED 1-YES 2-NO; CODE; NO. TAX EXEMPTIONS)	44 STATE TAX DATA (FORM EXECUTED 1-YES 2-NO; CODE; NO TAX EXEMP; STATE CODE)

SIGNATURE OR OTHER AUTHENTICATION

POSTED
RC
6-24-68

FORM 5-66 1150 Mfg 10-67 Use Previous Edition

SECRET JLB

GROUP 1 Excluded from automatic downgrading and declassification

(When Filled In)

14-00000

SECRET
(When Filled In)

FVD: 15 DEC 67

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER	2. NAME (LAST-FIRST-MIDDLE)
030130	FLORES DANIEL

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE (MO. DA. YR.)	5. CATEGORY OF EMPLOYMENT
PROMOTION AND CHANGE OF SERVICE DESIGNATION	12 17 67	REGULAR

6. FUNDS	V TO V / CF TO V	V TO CF / CF TO CF	7. Financial Analysis No. Chargeable	8. CSC OR OTHER LEGAL AUTHORITY
X			8275 2100 0000	50 USC 403 J

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDS/OTR CAREER TRAINING PROGRAM	WASH., D.C.

11. POSITION TITLE	12. POSITION NUMBER	13. SERVICE DESIGNATION
CAREER TRAINEE	0748	SJ

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	0090.01	07 2	8059

18. REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. Employ Code	21. OFFICE CODING NUMERIC	ALPHABETIC	22. STATION CODE	23. INTEGREE CODE	24. Hdqtrs Code	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI
22	10	28300	CTP	75013		1	08 04 35	12 17 67	12 17 67

28. NTE EXPIRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA (1 - CSC, 2 - CIA, 3 - FICA, 4 - NONE) CODE	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA TYPE / MO DA YR		33. SECURITY REQ NO	34. SEX
					EOD DATA		

35. VET PREFERENCE (0 - NONE, 1 - 5 PT, 2 - 10 PT)	36. SERV COMP DATE	37. LONG COMP DATE	38. CAREER CATEGORY (CAR, RESV, PROV, TEMP)	39. FEGLI / HEALTH INSURANCE (0 - WAIVER, 1 - YES; HEALTH INS CODE)	40. SOCIAL SECURITY NO.

41. PREVIOUS CIVILIAN GOVERNMENT SERVICE (0 - NO PREVIOUS SERVICE, 1 - NO BREAK IN SERVICE, 2 - BREAK IN SERVICE (LESS THAN 3 YRS), 3 - BREAK IN SERVICE (MORE THAN 3 YRS))	42. LEAVE CAT CODE	43. FEDERAL TAX DATA (FORM EXECUTED 1 - YES 2 - NO; CODE; NO TAX EXEMPTIONS)	44. STATE TAX DATA (FORM EXECUTED 1 - YES 2 - NO; CODE; NO TAX EXEMP; STATE CODE)

SIGNATURE OR OTHER AUTHENTICATION

POSTED
RW
12-26-67

FORM 1150 — Use Previous Edition

SECRET

FVD

GROUP 1 Excluded from automatic downgrading and declassification

(When Filled In)

14-00000

SECRET
(When Filled In)

MAH: 20 SEPT 67

NOTIFICATION OF PERSONNEL ACTION

OCF

1. SERIAL NUMBER	2. NAME (LAST-FIRST-MIDDLE)
036130	FLORES DANIEL

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE (MO. DA. YR.)	5. CATEGORY OF EMPLOYMENT
CHANGE OF COST CENTER NUMBER	09 07 67	REGULAR

6. FUNDS					7. Financial Analysis No. Chargeable	8. CSC OR OTHER LEGAL AUTHORITY
	X	V TO V		V TO CF	8235 0620 0000	50 USC 403 J
		CF TO V		CF TO CF		

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDP/WH WH/COG INTELLIGENCE BRANCH OPERATIONS SUPPORT SECTION	WASH., D.C.

11. POSITION TITLE	12. POSITION NUMBER	13. SERVICE DESIGNATION
INTELLIGENCE ASST	1174	D

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	0301.28	06 3	6263

18. REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. Employ Code	21. OFFICE CODING NUMERIC	ALPHABETIC	22. STATION CODE	23. INTEGREE CODE	24. Hdqtrs. Code	25. DATE OF BIRTH (MO DA YR)	26. DATE OF GRADE (MO DA YR)	27. DATE OF LEI (MO DA YR)
37	10	51500	WH	75013		1	08 04 35		

28. NTE EXPIRES (MO DA YR)	29. SPECIAL REFERENCE	30. RETIREMENT DATA (1 - CSC, 2 - CIA, 3 - FICA, 5 - NONE) CODE	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA (TYPE, MO DA YR)	EOD DATA	33. SECURITY REQ NO.	34. SEX

35. VET. PREFERENCE CODE (0 - NONE, 1 - 5 PT, 2 - 10 PT)	36. SERV. COMP. DATE (MO DA YR)	37. LONG COMP. DATE (MO DA YR)	38. CAREER CATEGORY (CAR, RESV, PROV, TEMP) CODE	39. FEGLI / HEALTH INSURANCE CODE (0 - WAIVED, 1 - YES)	HEALTH INS CODE	40. SOCIAL SECURITY NO.

41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE (0 - NO PREVIOUS SERVICE, 1 - NO BREAK IN SERVICE, 2 - BREAK IN SERVICE LESS THAN 3 YRS, 3 - BREAK IN SERVICE MORE THAN 3 YRS)	42. LEAVE CAT CODE	43. FEDERAL TAX DATA: FORM EXECUTED (1 - YES, 2 - NO)	CODE	NO. TAX EXEMPTIONS	44. STATE TAX DATA: FORM EXECUTED (1 - YES, 2 - NO)	CODE	NO TAX EXEMP	STATE CODE

SIGNATURE OR OTHER AUTHENTICATION

9/21/67

Form 1150 Use Previous Edition

SECRET (When Filled In)

MAH

14-00000

SECRET (When Filled In) 6-43

NOTIFICATION OF PERSONNEL ACTION

OCS 10/07/67

1 SERIAL NUMBER	2 NAME (LAST-FIRST-MIDDLE)
036130	FLORES DANIEL

3 NATURE OF PERSONNEL ACTION	4 EFFECTIVE DATE (MO. DA. YR.)	5 CATEGORY OF EMPLOYMENT
CONV. TO CAREER EMPLOYEE STATUS	03 11 65	

6 FUNDS					7 FINANCIAL ANALYSIS NO. CHARGEABLE	8 CSC OR OTHER LEGAL AUTHORITY
	X	V TO V		V TO CF		
		CF TO V		CF TO CF		

9 ORGANIZATIONAL DESIGNATIONS	10 LOCATION OF OFFICIAL STATION
DDP/WH DIVISION	

11 POSITION TITLE	12 POSITION NUMBER	13 CAREER SERVICE DESIGNATION
		D

14 CLASSIFICATION SCHEDULE (GS, LB, etc.)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE

18 REMARKS

SIGNATURE OR OTHER AUTHENTICATION

Form 1150 Use Previous Edition
7-66 MPO 9-66

SECRET

14-00000

SECRET
(When Filled In)

MAIL: 28 JULY 67

NOTIFICATION OF PERSONNEL ACTION

OCF

1. SERIAL NUMBER	2. NAME (LAST-FIRST-MIDDLE)
036130	FLORES DANIEL

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE (MO DA YR)	5. CATEGORY OF EMPLOYMENT
PROMOTION & PAY ADJUSTMENT TO FULL TIME	07 30 67	REGULAR

6. FUNDS				
	X	V TO V		V TO CF
		CF TO V		CF TO CF

7. Financial Analysis No. Chargeable	8. CSC OR OTHER LEGAL AUTHORITY
8235 1162 0000	50 USC 403 J

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDP/WH WH/COG INTELLIGENCE BRANCH OPERATIONAL SUPPORT SECTION	WASH., D.C.

11. POSITION TITLE	12. POSITION NUMBER	13. SERVICE DESIGNATION
INTELLIGENCE ASST	1174	D

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	0301.28	06 3	6263

18. REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 Employ Code	21 OFFICE CODING Numeric	Alphabetic	22 STATION CODE	23 INTEGREE CODE	24 Health Code	25 DATE OF BIRTH	26 DATE OF GRADE	27 DATE OF LEI
28	10	51500	WH	75013		1	08 04 35	07 30 67	07 30 67

28 NTE EXPIRES | 29 SPECIAL REFERENCE | 30 RETIREMENT DATA | 31 SEPARATION DATA CODE | 32 CORRECTION/CANCELLATION DATA | EOD DATA | 33 SECURITY REQ NO | 34 SEX

35 VET PREFERENCE | 36 SERV COMP DATE | 37 LONG COMP DATE | 38 CAREER CATEGORY | 39 FEGLI / HEALTH INSURANCE | 40 SOCIAL SECURITY NO

41 PREVIOUS CIVILIAN GOVERNMENT SERVICE | 42 LEAVE CAT CODE | 43 FEDERAL TAX DATA | 44 STATE TAX DATA

SIGNATURE OR OTHER AUTHENTICATION

POSTED

FORM 1150 Use Previous Edition

SECRET (When Filled In)

14-00000

653

1. Serial No.	2. Name	3. Cost Center Number	4. LWOP Hours
036130	FLORES DANIEL	51 500 V	

5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Last EH. Date	Grade	Step	Salary	Effective Date	PSI	LSI	ADJ
GS 05	3	$ 5,523	03/14/65	GS 05	4	$ 5,694	03/13/66			

8. Remarks and Authentication

/ ✓ / NO EXCESS LWOP
/ / IN PAY STATUS AT END OF WAITING PERIOD
/ / LWOP STATUS AT END OF WAITING PERIOD
CLERKS INITIALS — AUDITED BY

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE [signature] DATE 9 FEB 66

PAY CHANGE NOTIFICATION

Form 1-65 560E

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-504 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 3 JULY 1966

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
FLORES DANIEL	036130	51 500	V	GS 05 4	$ 5,694	$ 5,859

FJH: 21 SEPT 66

SECRET
(When Filled In)

OCF

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER	2. NAME (LAST-FIRST-MIDDLE)
036130	FLORES DANIEL

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE (MO DA YR)	5. CATEGORY OF EMPLOYMENT
REASSIGNMENT	09 19 66	PART TIME

6. FUNDS	V TO V / CF TO V	V TO CF / CF TO CF	7. COST CENTER NO. CHARGEABLE	8. CSC OR OTHER LEGAL AUTHORITY
X			7235 1162 0000	50 USC 403 J

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDP/WH WH/C INTELLIGENCE BRANCH OPERATIONAL SUPPORT SECTION	WASH., D.C.

11. POSITION TITLE	12. POSITION NUMBER	13. SERVICE DESIGNATION
INTELLIGENCE CLERK	1176	D

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	0301.27	05 4	5859

REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

ACTION CODE	20 Employ Code	21. OFFICE CODING NUMERIC	ALPHABETIC	22 STATION CODE	23. INTEGREE CODE	24 Hours Code	25 DATE OF BIRTH	26 DATE OF GRADE	27 DATE OF LEI
7	36	51500	WH	75013		1	08 04 35		

NTE EXPIRES	29 SPECIAL REFERENCE	30 RETIREMENT DATA (1 - CSC, 2 - FICA, 3 - NONE) CODE	31 SEPARATION DATA CODE	32 CORRECTION/CANCELLATION DATA	EOD DATA	33 SECURITY REQ NO.	34 SEX

VET PREFERENCE (0 - NONE, 1 - 5 PT, 2 - 10 PT)	36 SERV COMP DATE	37 LONG COMP. DATE	38 CAREER CATEGORY	39 FEGLI / HEALTH INSURANCE	40 SOCIAL SECURITY NO.

41 PREVIOUS GOVERNMENT SERVICE DATA (0 - NO PREVIOUS SERVICE, 1 - NO BREAK IN SERVICE, 2 - BREAK IN SERVICE LESS THAN 3 YRS, 3 - BREAK IN SERVICE MORE THAN 3 YRS)	42. LEAVE CAT CODE	43 FEDERAL TAX DATA	44. STATE TAX DATA

SIGNATURE OR OTHER AUTHENTICATION

POSTED

Form 1150 Use Previous Edition

SECRET

(When Filled In)

14-00000

RZF: 28 JAN 66

SECRET
(When Filled In)

OCF

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER	2. NAME (LAST-FIRST-MIDDLE)
036130	FLORES DANIEL

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE (MO. DA. YR.)	5. CATEGORY OF EMPLOYMENT
CHG IN STRENGTH COUNT	01 30 66	PART TIME

6. FUNDS		V TO V		V TO CF	7. COST CENTER NO. CHARGEABLE	8. CSC OR OTHER LEGAL AUTHORITY
	X	CF TO V		CF TO CF	6235 1162 0000	50 USC 403 J

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDP/WH WH/C INTELLIGENCE BRANCH REPORTS AND REQUIREMENTS SECTION	WASH., D.C.

11. POSITION TITLE	12. POSITION NUMBER	13. SERVICE DESIGNATION
INTELLIGENCE CLERK	1184	D

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	0301.27	05 3	5523

18. REMARKS

THIS ACTION CORRECTS COMPUTER CODING TO REFLECT CHANGE IN STRENGTH COUNT OF PART TIME PERSONNEL IN ACCORDANCE WITH PROVISIONS OF HR-20-10, REVISED 21 DECEMBER 1965.

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. Employ. Code	21. OFFICE CODING (NUMERIC)	(ALPHABETIC)	22. STATION CODE	23. INTEGREE CODE	24. Hdqtrs Code	25. DATE OF BIRTH (MO DA YR)	26. DATE OF GRADE	27. DATE OF LEI
33	36	51500	WH	75013			08 04 35		

28. NTE EXPIRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA		33. SECURITY REQ NO	34. SEX
MO DA YR		1 - CSL 2 - FICA 3 - NONE	CODE	TYPE / MO DA YR	EOD DATA		

35. VET. PREFERENCE	36. SERV COMP DATE	37. LONG COMP. DATE	38. CAREER CATEGORY	39. FEGLI / HEALTH INSURANCE	40. SOCIAL SECURITY NO
CODE / 0 - NONE, 1 - 5 PT, 2 - 10 PT	MO DA YR	MO DA YR	CODE	CODE / 0 - WAIVED, 1 - YES / HEALTH INS CODE	

41. PREVIOUS GOVERNMENT SERVICE DATA	42. LEAVE CAT CODE	43. FEDERAL TAX DATA	44. STATE TAX DATA
CODE: 0 - NO PREVIOUS SERVICE; 1 - NO BREAK IN SERVICE; 2 - BREAK IN SERVICE LESS THAN 3 YRS; 3 - BREAK IN SERVICE MORE THAN 3 YRS		FORM EXECUTED 1 - YES 2 - NO / CODE / NO. TAX EXEMPTIONS	FORM EXECUTED 1 - YES 2 - NO / CODE / NO. TAX EXEMP / STATE CODE

SIGNATURE OR OTHER AUTHENTICATION

FORM 11-62 1150 Use Previous Edition

SECRET
(When Filled In)

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-301 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI POLICY DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 OCTOBER 1965

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
FLORES DANIEL	036130	51 500	V	GS 05 3	$ 5,330	$ 5,523

SECRET
(When Filled In)

EJH: 25 AUG 65

NOTIFICATION OF PERSONNEL ACTION

OCF

1. SERIAL NUMBER	2. NAME (LAST-FIRST-MIDDLE)
036130	FLORES DANIEL

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE (MO DA YR)	5. CATEGORY OF EMPLOYMENT
REASSIGNMENT	08 25 65	PART TIME

6. FUNDS	7. COST CENTER NO. CHARGEABLE	8. CSC OR OTHER LEGAL AUTHORITY
X V TO V / V TO CF / CF TO V / CF TO CF	6235 1162 0000	50 USC 403 J

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDP/WH WH/C INTELLIGENCE BRANCH REPORTS AND REQUIREMENTS SECTION	WASH., D.C.

11. POSITION TITLE	12. POSITION NUMBER	13. SERVICE DESIGNATION
INTELLIGENCE CLERK	1184	D

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	0301.27	05 3	5330

18. REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. Employ Code	21. OFFICE CODING Numeric	Alphabetic	22. STATION CODE	23. INTEGREE CODE	24. Hdqtrs. Code	25. DATE OF BIRTH (MO DA YR)	26. DATE OF GRADE	27. DATE OF LEI
37	20	51500	WH	75013		1	08 04 35		

28. NTE EXPIRES (MO DA YR) | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA (1 - CSC, 2 - FICA, 3 - NONE) CODE | 31. SEPARATION DATA CODE | 32. CORRECTION/CANCELLATION DATA (TYPE, MO DA YR) | EOD DATA | 33. SECURITY REQ NO | 34. SEX

35. VET. PREFERENCE (CODE: 0 - NONE, 1 - 5 PT, 2 - 10 PT) | 36. SERV COMP. DATE | 37. LONG COMP. DATE | 38. CAREER CATEGORY (CAR, RESV, PROV, TEMP) | 39. FEGLI / HEALTH INSURANCE (CODE, 0 - WAIVER, 1 - YES, HEALTH INS CODE) | 40. SOCIAL SECURITY NO.

41. PREVIOUS GOVERNMENT SERVICE DATA (CODE: 0 - NO PREVIOUS SERVICE, 1 - NO BREAK IN SERVICE, 2 - BREAK IN SERVICE (LESS THAN 3 YRS), 3 - BREAK IN SERVICE (MORE THAN 3 YRS)) | 42. LEAVE CAT CODE | 43. FEDERAL TAX DATA (FORM EXECUTED 1 - YES 2 - NO, CODE, NO. TAX EXEMPTIONS) | 44. STATE TAX DATA (FORM EXECUTED 1 - YES 2 - NO, CODE, NO TAX EXEMP, STATE CODE)

SIGNATURE OR OTHER AUTHENTICATION

8-27-65 W

FORM 11-62 1150 Use Previous Edition

SECRET (When Filled In)

14-00000

1 Serial No	2 Name	3 Cost Center Number	4 LWOP Hours
036130	FLORES DANIEL	49 150 36F	

5. OLD SALARY RATE				6. NEW SALARY RATE				7 TYPE ACTION		
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date	PSI	LSI	ADJ.
GS 05	2	$ 5,165	03/15/64	GS 05	3	$ 5,330	03/14/65			

8 Remarks and Authentication

/ / NO EXCESS LWOP
/ / IN PAY STATUS AT END OF WAITING PERIOD
/ / LWOP STATUS AT END OF WAITING PERIOD
CLERKS INITIALS AUDITED BY

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS
OF AN ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE: E. ECHOLS DATE 15 Feb. 1964

PAY CHANGE NOTIFICATION

Form 961 560 Obsolete Previous Edition (4-51)

14-00000

SECRET
(When Filled In)

DLB: 5 FEB 65

NOTIFICATION OF PERSONNEL ACTION

OCF

1. SERIAL NUMBER	2. NAME (LAST-FIRST-MIDDLE)
036130	FLORES DANIEL

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE (MO. DA. YR)	5. CATEGORY OF EMPLOYMENT
PAY ADJUSTMENT TO PART TIME FROM FULL TIME	02 08 65	PART TIME

6. FUNDS	V TO V / CF TO V	V TO CF / CF TO CF	7. COST CENTER NO. CHARGEABLE	8. CSC OR OTHER LEGAL AUTHORITY
X			5235 1162 0000	50 USC 403 J

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDP/SAS COUNTER-INTELLIGENCE STAFF OPERATIONS SECTION	WASH., D. C.

11. POSITION TITLE	12. POSITION NUMBER	13. SERVICE DESIGNATION
INTELLIGENCE ASST	1130	D

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	0301.28	05 2	5165

18. REMARKS
SUBJECT TO WORK ON REGULARLY SCHEDULED TOUR NOT TO EXCEED 19 HOURS PER WEEK.
SUBJECT WILL BE WORKING MONDAY THROUGH FRIDAY, FROM 1400 TO 1700.

31 30

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. Employ Code	21. OFFICE CODING (NUMERIC)	(ALPHABETIC)	22. STATION CODE	23. INTEGREE CODE	24. Hdqtrs Code	25. DATE OF BIRTH (MO DA YR)	26. DATE OF GRADE (MO DA YR)	27. DATE OF LEI (MO DA YR)
~~28~~	~~30~~	49150	SAS	75013		1	08 04 35	03 16 64	03 16 64

28. NTE EXPIRES (MO DA YR)	29. SPECIAL REFERENCE	30. RETIREMENT DATA (1 - CSC, 2 - FICA, 3 - NONE)	CODE	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA (TYPE, MO, DA, YR)		33. SECURITY REQ NO	34. SEX
						EOD DATA		

35. VET. PREFERENCE (CODE; 0 - NONE, 1 - 5 PT, 2 - 10 PT)	36. SERV COMP DATE (MO DA YR)	37. LONG. COMP. DATE (MO DA YR)	38. CAREER CATEGORY (CAR, RESV, PROV, TEMP; CODE)	39. FEGLI / HEALTH INSURANCE (CODE; 0 - WAIVED, 1 - YES; HEALTH INS CODE)	40. SOCIAL SECURITY NO

41. PREVIOUS GOVERNMENT SERVICE DATA (0 - NO PREVIOUS SERVICE, 1 - NO BREAK IN SERVICE, 2 - BREAK IN SERVICE LESS THAN 3 YRS, 3 - BREAK IN SERVICE MORE THAN 3 YRS)	42. LEAVE CAT CODE	43. FEDERAL TAX DATA (FORM EXECUTED 1 - YES 2 - NO; CODE; NO TAX EXEMPTIONS)	44. STATE TAX DATA (FORM EXECUTED 1 - YES 2 - NO; CODE; NO TAX EXEMP; STATE CODE)

SIGNATURE OR OTHER AUTHENTICATION

POSTED
02/05/65 WK

1150 Use Previous Edition

SECRET

(When Filled In)

DLB: 5 FEB 65

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER	2. NAME (LAST-FIRST-MIDDLE)
036130	FLORES DANIEL

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE (MO DA YR)	5. CATEGORY OF EMPLOYMENT
PAY ADJUSTMENT TO PART TIME FROM FULL TIME (CORRECTION)	02 08 65	PART TIME

6. FUNDS					7. COST CENTER NO CHARGEABLE	8. CSC OR OTHER LEGAL AUTHORITY
	X	V TO V		V TO CF	5235 1162 0000	50 USC 403 J
		CF TO V		CF TO CF		

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDP/SAS COUNTER-INTELLIGENCE STAFF OPERATIONS SECTION	WASH., D. C.

11. POSITION TITLE	12. POSITION NUMBER	13. SERVICE DESIGNATION
INTELLIGENCE ASST	1130	D

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	0301.28	05 2	5165

18. REMARKS

THIS ACTION CORRECTS FORM 1150 EFFECTIVE DATE 02/08/65 AS FOLLOWS:
ITEM #19, ACTION CODE, WHICH READ 28, TO READ 31.
ITEM #20, EMPLOYEE CODE, WHICH READ 36, TO READ 20.

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. Employ Code	21. OFFICE CODING (Numeric)	(Alphabetic)	22. STATION CODE	23. INTEGREE CODE	24. Major Code	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI
31	20	49150	SAS	75013		1	08 04 35	03 16 64	03 16 64

28. NTE EXPIRES | 29. SPECIAL REFERENCE | 30. RETIREMENT DATA | 31. SEPARATION DATA CODE | 32. CORRECTION/CANCELLATION DATA | EOD DATA | 33. SECURITY REQ NO | 34. SEX

35. VET PREFERENCE | 36. SERV COMP DATE | 37. LONG COMP DATE | 38. CAREER CATEGORY | 39. FEGLI / HEALTH INSURANCE | 40. SOCIAL SECURITY NO

41. PREVIOUS GOVERNMENT SERVICE DATA | 42. LEAVE CAT. CODE | 43. FEDERAL TAX DATA | 44. STATE TAX DATA

SIGNATURE OR OTHER AUTHENTICATION

FOSTED

Form 1150 Use Previous Edition

SECRET

ADJUSTMENT OF SALARY RATE IN ACCORDANCE WITH THE SCHEDULES OF THE GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964 PURSUANT TO THE AUTHORITY OF THE DIRECTOR OF CENTRAL INTELLIGENCE AS PROVIDED IN THE CENTRAL INTELLIGENCE AGENCY ACT OF 1949, AS AMENDED, AND POLICY DIRECTIVE ISSUED BY THE ACTING DIRECTOR OF CENTRAL INTELLIGENCE DATED 8 OCTOBER 1962.

SALARY CONVERTED TO RATE SHOWN FOR INDIVIDUAL'S GRADE AND STEP AS INDICATED IN CHART BELOW.

GENERAL SCHEDULE RATES

Federal Employees Salary Act of 1964

GRADE	*Per Annum Rates and Steps*									
	1	2	3	4	5	6	7	8	9	10
GS- 1	$3,385	$3,500	$3,615	$3,730	$3,845	$3,960	$4,075	$4,190	$4,305	$4,420
GS- 2	3,680	3,805	3,930	4,055	4,180	4,305	4,430	4,555	4,680	4,805
GS- 3	4,005	4,140	4,275	4,410	4,545	4,680	4,815	4,950	5,085	5,220
GS- 4	4,480	4,630	4,780	4,930	5,080	5,230	5,380	5,530	5,680	5,830
GS- 5	5,000	5,165	5,330	5,495	5,660	5,825	5,990	6,155	6,320	6,485
GS- 6	5,505	5,690	5,875	6,060	6,245	6,430	6,615	6,800	6,985	7,170
GS- 7	6,050	6,250	6,450	6,650	6,850	7,050	7,250	7,450	7,650	7,850
GS- 8	6,630	6,850	7,070	7,290	7,510	7,730	7,950	8,170	8,390	8,610
GS- 9	7,220	7,465	7,710	7,955	8,200	8,445	8,690	8,935	9,180	9,425
GS-10	7,900	8,170	8,440	8,710	8,980	9,250	9,520	9,790	10,060	10,330
GS-11	8,650	8,945	9,240	9,535	9,830	10,125	10,420	10,715	11,010	11,305
GS-12	10,250	10,605	10,960	11,315	11,670	12,025	12,380	12,735	13,090	13,445
GS-13	12,075	12,495	12,915	13,335	13,755	14,175	14,595	15,015	15,435	15,855
GS-14	14,170	14,660	15,150	15,640	16,130	16,620	17,110	17,600	18,090	18,580
GS-15	16,460	17,030	17,600	18,170	18,740	19,310	19,880	20,450	21,020	21,590
GS-16	18,935	19,590	20,245	20,900	21,555	22,210	22,865	23,520	24,175	.....
GS-17	21,445	22,195	22,945	23,695	24,445	.....	.....	.....	.....	.....
GS-18	24,500		.....	.....	.....	.....	.....	.....	.....	.....

14-00000

MHC: 6 AUG 64

SECRET
(When Filled In)

OCF

NOTIFICATION OF PERSONNEL ACTION

1. SERIAL NUMBER	2. NAME (LAST FIRST MIDDLE)
036130	FLORES DANIEL

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE (MO. DA. YR.)	5. CATEGORY OF EMPLOYMENT
REASSIGNMENT	08 06 64	REGULAR

6. FUNDS			7. COST CENTER NO. CHARGEABLE	8. CSC OR OTHER LEGAL AUTHORITY
X V TO V		V TO CF	5235 1162 0000	50 USC 403 J
CF TO V		CF TO CF		

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDP/SAS COUNTER-INTELL STAFF OPERATIONS SECTION	WASH., D.C.

11. POSITION TITLE	12. POSITION NUMBER	13. SERVICE DESIGNATION
INTELLIGENCE ASST	1130	D

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	0301.28	05 2	4850

18. REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. Employ Code	21. OFFICE CODING (NUMERIC)	(ALPHABETIC)	22. STATION CODE	23. INTEGREE CODE	24. Hdqtrs Code	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LEI
37	10	49150	SAS	75013		1	08 04 35		

28. NTE EXPIRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA	31. SEPARATION DATA CODE	32. CORRECTION/CANCELLATION DATA	EOD DATA	33. SECURITY REQ NO	34. SEX

35. VET. PREFERENCE	36. SERV COMP DATE	37. LONG COMP DATE	38. CAREER CATEGORY	39. FEGLI / HEALTH INSURANCE	40. SOCIAL SECURITY NO

41. PREVIOUS GOVERNMENT SERVICE DATA	42. LEAVE CAT CODE	43. FEDERAL TAX DATA	44. STATE TAX DATA

SIGNATURE OR OTHER AUTHENTICATION

NOTED
08/10/64 [illegible]

FORM 1150 Use Previous Edition

SECRET 6 AUG 1964

(When Filled In)

14-00000

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

ADPD 07/01/64

1 SERIAL NUMBER	2 NAME (LAST FIRST MIDDLE)
036130	FLORES DANIEL

3 NATURE OF PERSONNEL ACTION	4 EFFECTIVE DATE (MO DA YR)	5 CATEGORY OF EMPLOYMENT
REASSIGNMENT	06 19 64	

6 FUNDS		V TO V		V TO U	7 COST CENTER NO CHARGEABLE	8 CSC OR OTHER LEGAL AUTHORITY
	X	U TO V		U TO U	4232 1000 1000	

9 ORGANIZATIONAL DESIGNATIONS	10 LOCATION OF OFFICIAL STATION
DDP/SAS INTELL ST OPS SUP SEC	WASH., D. C.

11 POSITION TITLE	12 POSITION NUMBER	13 CAREER SERVICE DESIGNATION
TRANSLATOR	0922	D

14 CLASSIFICATION SCHEDULE (GS, LB etc.)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE
GS	1045.01	05	

18 REMARKS

SIGNATURE OR OTHER AUTHENTICATION

7/7/64 [signature]

Form 1150a Use Previous Edition

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

(When Filled In)

1. Serial No	2 Name	3 Cost Center Number	4 LWOP Hours
036130	FLORES DANIEL	49 350 38F V	

5 OLD SALARY RATE				6 NEW SALARY RATE				7 TYPE ACTION		
Grade	Step	Salary	Last EH Date	Grade	Step	Salary	Effective Date	PSI	LSI	ADJ
GS 04	2	$ 4,355	03/17/63	GS 04	3	$ 4,495	03/15/64			

8. Remarks and Authentication

/ / NO EXCESS LWOP
/ / IN PAY STATUS AT END OF WAITING PERIOD
/ / LWOP STATUS AT END OF WAITING PERIOD
CLERKS INITIALS AUDITED BY

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE [signature] DATE 31 Jan 1964

PAY CHANGE NOTIFICATION

Form 560 (Obsolete Previous Edition)
9-61

(4 51)

DEC PAYROLL BRANCH Mar 9 3 53 PM '64

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. Action Code	20 Employ Code	21. Office Coding Numeric	Alphabetic	22 Station Code	23 Integree Code	24 Nagtis Code	25 Date of Birth	26 Date of Grade	27 Date of LEI
22	10	49350	SAS	75013		1	08 04 35	03 15 64	03 15 64

28 NTE EXPIRES | 29 SPECIAL REFERENCE | 30 RETIREMENT DATA (1 - CSC, 5 FICA, 6 NONE) | 31 SEPARATION DATA CODE | 32 CORRECTION/CANCELLATION DATA | EOD DATA | 33 SECURITY REQ NO | 34. SEX

35 VET PREFERENCE (0 NONE, 1 5 PT, 2 10 PT) | 36 SERV. COMP DATE | 37. LONG COMP DATE | 38 CAREER CATEGORY | 39 FEGLI / HEALTH INSURANCE (0 WAIVED, 1 YES; HEALTH INS CODE) | 40 SOCIAL SECURITY NO

41 PREVIOUS GOVERNMENT SERVICE DATA: 0 NO PREVIOUS SERVICE; 1 NO BREAK IN SERVICE; 2 BREAK IN SERVICE LESS THAN 3 YRS; 3 BREAK IN SERVICE MORE THAN 3 YRS | 42. LEAVE CAT CODE | 43 FEDERAL TAX DATA (Form executed 1 YES 2 NO; Code; No Tax Exemptions) | 44 STATE TAX DATA (Form executed 1 YES 2 NO; Code; No Tax Exemp; State Code)

SIGNATURE OR OTHER AUTHENTICATION

POSTED 03/12/64 TK

FORM 1150 Use Previous Edition
11-62

SECRET (When Filled In)

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND DCI MEMORANDUM DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 5 JANUARY 1964.

NAME	SERIAL	ORGN	FUNDS	GR-ST	OLD SALARY	NEW SALARY
FLORES DANIEL	036130	49 350	V	GS 04 2	$ 4,250	$ 4,355

SECRET
(When Filled In)

RZP: 3 MAY 63

OCF

NOTIFICATION OF PERSONNEL ACTION

1 SERIAL NUMBER: 036130
2 NAME (LAST-FIRST-MIDDLE): FLORES DANIEL

3 NATURE OF PERSONNEL ACTION: REASSIGNMENT
4 EFFECTIVE DATE (MO. DA. YR): 05 | 09 | 63
5 CATEGORY OF EMPLOYMENT: REGULAR

6 FUNDS: X | V TO V | V TO CF | CF TO V | CF TO CF
7. COST CENTER NO. CHARGEABLE: 3232 1000 1000
8. CSC OR OTHER LEGAL AUTHORITY: 50 USC 403 J

9. ORGANIZATIONAL DESIGNATIONS:
DDP/SPECIAL AFFAIRS STAFF
RESEARCH BRANCH
REPORTS, RECORDS, TRANSLATION SEC

10. LOCATION OF OFFICIAL STATION: WASH., D.C.

11. POSITION TITLE: TRANSLATOR
12 POSITION NUMBER: 0792
13. SERVICE DESIGNATION: D

14 CLASSIFICATION SCHEDULE (GS, LB, etc.): GS
15. OCCUPATIONAL SERIES: 0031.01
16 GRADE AND STEP: 04 2
17 SALARY OR RATE: 4250

18 REMARKS

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 Employ Code	21. OFFICE CODING		22 STATION CODE	23 INTEGREE CODE	24 Hdqtrs Code	25 DATE OF BIRTH	26 DATE OF GRADE	27 DATE OF LEI
37	10	51350	SAS	75013		1	03 04 35		

28 DTE EXPIRES | 29 SPECIAL REFERENCE | 30 RETIREMENT DATA | 31 SEPARATION DATA CODE | 32 CORRECTION/CANCELLATION DATA | EOD DATA | 33 SECURITY REQ NO | 34 SEX

35 VET PREFERENCE | 36 SERV COMP DATE | 37 LONG COMP DATE | 38 CAREER CATEGORY | 39 FEGLI / HEALTH INSURANCE | 40 SOCIAL SECURITY NO

41 PREVIOUS GOVERNMENT SERVICE DATA | 42 LEAVE CAT CODE | 43 FEDERAL TAX DATA | 44 STATE TAX DATA

SIGNATURE OR OTHER AUTHENTICATION

POSTED
15 May 1963 J.D.

SECRET

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

ALPD 07/31/63

1 SERIAL NUMBER	2 NAME (LAST FIRST MIDDLE)
036130	FLORES DANIEL

3 NATURE OF PERSONNEL ACTION	4 EFFECTIVE DATE (MO DA YR)	5 CATEGORY OF EMPLOYMENT
REASSIGNMENT	07 21 63	

6 FUNDS	X V TO V	V TO CF	CF TO V	CF TO CF	7 COST CENTER NO CHARGEABLE	8 CSC OR OTHER LEGAL AUTHORITY
					4232 1000 1000	

9 ORGANIZATIONAL DESIGNATIONS	10 LOCATION OF OFFICIAL STATION
DDP/SAS	WASH., D.C.

11 POSITION TITLE	12 POSITION NUMBER	13 CAREER SERVICE DESIGNATION
TRANSLATOR	0702	D

14 CLASSIFICATION SCHEDULE (GS, LB, etc)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE
GS	1045.01	04	

18 REMARKS

POSTED 10/14/63 (JK)

SIGNATURE OR OTHER AUTHENTICATION

Form 1150P 1-63 Use Previous Edition

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

(When Filled In)

14-00000

201-1200

1 Serial No	2. Name	3 Cost Center Number	4 LWOP Hours
036130	FLORES DANIEL	39 400 V 9	

5 OLD SALARY RATE				6 NEW SALARY RATE				7 TYPE ACTION		
Grade	Step	Salary	Last EH Date	Grade	Step	Salary	Effective Date	PSI	LSI	ADJ.
GS 04	1	$ 4,110	03/11/62	GS 04	2	$ 4,250	03/17/63			

8. Remarks and Authentication

/ / NO EXCESS LWOP
/ / IN PAY STATUS AT END OF ~~WAITING~~ PERIOD
/ / LWOP STATUS AT END OF WAITING PERIOD
CLERKS INITIALS AUDITED BY

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE: [signature] DATE 7 Feb., 1963

PAY CHANGE NOTIFICATION

Form 9-61 560 Obsolete Previous Edition (4-51)

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87 - 793 AND DCI MEMORANDUM DATED 1 AUGUST 1956 , SALARY IS ADJUSTED AS FOLLOWS. EFFECTIVE 14 OCTOBER 1962

NAME	SERIAL	ORGN	FUNDS	OLD GR-ST	OLD SALARY	NEW GR-ST	NEW SALARY
FLORES DANIEL	036130	39400	V	04 1	$ 4040	04 1	$ 4110

14-00000

BWS: 13 MARCH 62

SECRET
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

OAF

1. SERIAL NUMBER	2. NAME (LAST FIRST MIDDLE)
036130	FLORES DANIEL

3. NATURE OF PERSONNEL ACTION	4. EFFECTIVE DATE (MO DA YR)	5. CATEGORY OF EMPLOYMENT
EXCEPTED APPOINTMENT (CAREER PROVISIONAL)	03 11 62	REGULAR

6. FUNDS	V TO V	V TO CF	CF TO V	CF TO CF	7. COST CENTER NO. CHARGEABLE	8. CSC OR OTHER LEGAL AUTHORITY
	X				2226 1200 1000	50 USC 403 J

9. ORGANIZATIONAL DESIGNATIONS	10. LOCATION OF OFFICIAL STATION
DDP OPSER R I DIV REFERENCE BRANCH INDEX SECTION - NIGHT SHIFT	WASH., D. C.

11. POSITION TITLE	12. POSITION NUMBER	13. CAREER SERVICE DESIGNATION
FILE CLERK	0147	D

14. CLASSIFICATION SCHEDULE (GS, LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17. SALARY OR RATE
GS	0305.01	04 1	4040

18. REMARKS

SUBJECT TO THE SATISFACTORY COMPLETION OF A TRIAL PERIOD OF ONE YEAR.
SUBJECT TO THE SATISFACTORY COMPLETION OF A MEDICAL EXAMINATION.

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19 ACTION CODE	20 Employ Code	21 OFFICE CODING NUMERIC	ALPHABETIC	22. STATION CODE	23 INTEGREE CODE	24 Hdqtrs. Code	25 DATE OF BIRTH	26 DATE OF GRADE	27 DATE OF LEI
11	10	39400	RI	75013		1	08 04 35	03 11 62	03 11 62

28 NTE EXPIRES	29 SPECIAL REFERENCE	30 RETIREMENT DATA (1 - CSC, 2 - FICA, 3 - NONE) CODE	31 SEPARATION DATA CODE	32 CORRECTION/CANCELLATION DATA		33 SECURITY REQ NO.	34. SEX
		1			EOD DATA	C7100	M1

35 VET PREFERENCE CODE (0 - NONE, 1 - 5 PT, 2 - 10 PT)	36 SERV COMP DATE	37 LONG COMP DATE	38 MIL. SERV CREDIT/LCD (1 - YES, 2 - NO)	39. FEGLI CODE	HEALTH INSURANCE CODE (0 - WAIVED, 1 - YES)	HEALTH INS CODE	40 SOCIAL SECURITY NO
0	03 11 58	03 11 62		P	1		460486230

41 PREVIOUS GOVERNMENT SERVICE DATA CODE	42 LEAVE CAT CODE	43 FEDERAL TAX DATA FORM EXECUTED	CODE	NO. TAX EXEMPTIONS	44. STATE TAX DATA FORM EXECUTED	CODE	NO. TAX EXEMP	STATE CODE
0	6		1	0		1	0	08

Codes (41): 0 - NO PREVIOUS SERVICE; 1 - NO BREAK IN SERVICE; 2 - BREAK IN SERVICE (LESS THAN 12 MOS); 3 - BREAK IN SERVICE (MORE THAN 12 MOS)

SIGNATURE OR OTHER AUTHENTICATION

J. ECHOLS

Form 1150 Use Previous Edition

SECRET

14-00000

CLASSIFICATION

FITNESS REPORT

SECTION A — GENERAL INFORMATION

1. EMPLOYEE NUMBER	2. NAME (Last, first, middle)	3. DATE OF BIRTH	4. SEX	5. GRADE	6. SD
460-48-6230	Flores, Daniel	4Aug35	M	GS13	DOG

7. OFFICIAL POSITION TITLE	8. OFF/DIV/BR OF ASSIGNMENT	9. CURRENT STATION	10. CHECK (X)	
Ops Officer	DDO/LA	Mexico City	HQS.	OF

11. TYPE OF APPOINTMENT			12. TYPE OF REPORT			
X CAREER	RESERVE	TEMPORARY	INITIAL	X ANNUAL	REASSIGNMENT	SPECIAL
CONTRACT	SPECIAL	OTHER	13. REPORTING PERIOD (From- to-) 1Oct78 - 30Sep79		14. DATE REPORT DUE IN O.P.	

SECTION B — QUALIFICATIONS UPDATE

IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.

SECTION C — PERFORMANCE EVALUATION

- **U—Unsatisfactory** — Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.
- **M—Marginal** — Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.
- **P—Proficient** — Performance is satisfactory. Desired results are being produced in the manner expected.
- **S—Strong** — Performance is characterized by exceptional proficiency.
- **O—Outstanding** — Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY	RATING LETTER
SPECIFIC DUTY NO. 1: SEE ATTACHED MEXICO CITY TELEPOUCH 51744 (in 3383966) dtd 13 Nov 79.	
SPECIFIC DUTY NO. 2	
SPECIFIC DUTY NO. 3	
SPECIFIC DUTY NO. 4	
SPECIFIC DUTY NO. 5	
SPECIFIC DUTY NO. 6	

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER

FORM 45 USE PREVIOUS EDITIONS

CLASSIFICATION

CLASSIFICATION

SECTION D — **NARRATIVE COMMENTS**

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

NOV 15 9 01 AM '79
MAIL ROOM

SEE ATTACHED.

SECTION E — **CERTIFICATION AND COMMENTS**

1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE	**OFFICIAL TITLE OF SUPERVISOR**	**TYPED OR PRINTED NAME AND SIGNATURE**
13 Nov 79	DCOS	Robert Berg /S/

2. BY EMPLOYEE

I HAVE [ ] OR HAVE NOT [X] ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE.	DATE	SIGNATURE OF EMPLOYEE
	13 Nov 79	Daniel Flores /S/

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

SEE ATTACHED.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
13 Nov 79	COS	Stewart D. Burton /S/

4. BY EMPLOYEE

[illegible] HAVE [ ] OR HAVE NOT [X] ATTACHED A STATEMENT CONCERNING THE REVIEWING OFFICIAL'S EVALUATION OF MY PERFORMANCE.	DATE	SIGNATURE OF EMPLOYEE
	13Nov79	Daniel Flores /S/

CLASSIFICATION

14-00000

/20/ *EYES ONLY* CONFIDENTIAL FRP: , , , , , , ,

EYES ONLY DEFERRED TELEPOUCH

ACTION: C/LA-5 (653) INFO: RF, FILE, (7/W)

79 3383966 PAGE 001 3383966
TOR: 132307Z NOV 79 MEXI 51744

CONFIDENTIAL 132241Z NOV 79 DEFERRED TELEPOUCH

CITE MEXICO CITY 51744

TO: WASHINGTON.

FOR: C/LA/PERS

Daniel Flores

SUBJECT: ADMIN/RYBAT/PERS/FR FOR [redacted]

1. GIVEN BELOW IS THE FITNESS REPORT FOR [redacted] FOR THE PERIOD 1 OCT 78 TO 30 SEP 79. RATINGS ON SPECIFIC DUTIES AND NARRATIVE COMMENTS WERE PREPARED BY HAROLD D. CHAIDEZ, DCOS. REVIEWING COMMENTS WERE PREPARED BY RONALD F. BRIERLEY, COS. THE REPORT HAS BEEN REVIEWED AND CERTIFIED BY SUBJECT. SIGNED COPY OF FORM 45A BEING POUCHED.

2. THE FOLLOWING INFO IS KEYED TO FORM 45N, SECTION A: 1. 03H130; 4. M; 5. GS-13; 6. DOG; 9. MEXICO CITY; 10. CAREER; 11. ANNUAL; 12. 1 OCT 78 TO 30 SEP 79.

3. SECTION B. PERFORMANCE EVALUATION - SPECIFIC DUTIES:

1. DIRECTS THE ACTIVITIES OF AN 18-MAN CI LIAISON TEAM RESPONSIBLE TO THE STATION. RATING LETTER - S.

2. RESPONSIBLE FOR TARGETTING CI OPERATIONS AGAINST SOVIET AND CUBANS IN MEXICO CITY. RATING LETTER - S.

3. CASE OFFICER FOR AGENTS AND OPERATIONS DIRECTED AGAINST THE CUBAN TARGET. RATING LETTER - S.

4. SUPPORTS STATION OPERATIONS AND ACTIVITIES DIRECTED AGAINST THE CHINESE AND OTHER TARGETS.

5. CASE OFFICER FOR ONE LIAISON PENETRATION. RATING LETTER - S.

OGERALL RATING - STRONG.

4. SECTION C - NARRATIVE COMMENTS.

SHORTLY BEFORE THE DEPARTURE OF THE FORMER COS, HE SUBMITTED A SPECIAL MEMORANDUM ON SUBJECT'S PERFORMANCE (MEXICO CITY 50702) WHICH CONCENTRATED MOSTLY ON SUBJECT'S RESPONSIBILITIES IN THE CI FIELD. A COPY OF THIS MEMORANDUM IS AVAILABLE IN SUBJECT'S PERSONNEL FILE. THE UNDERSIGNED FULLY ENDORSES THE LAUDATORY COMMENTS IN THAT MEMORANDUM, BUT SINCE SUBJECT HAS TAKEN ON BROADER RESPONSIBILITIES, IT IS NECESSARY TO COMMENT ON OTHER ASPECTS OF HIS WORK.

FOR THE PAST MONTHS, SUBJECT HAS BEEN DIVIDING HIS TIME ABOUT EQUALLY BETWEEN HIS CI RESPONSIBILITIES AND OTHER STATION OBJECTIVES, PRINCIPALLY THE CUBAN TARGET. SUBJECT WAS GIVEN THESE ADDITIONAL DUTIES BECAUSE THE CI OPERATIONS GROUP IS WELL ORGANIZED AND REQUIRES LESS DIRECT C/O INPUT, AND ALSO BECAUSE OF THE NEED TO DEDICATE ALL AVAILABLE RESOURCES AGAINST THE CUBAN TARGET. THIS STATION IS ONE OF FOUR WITHIN THE DIRECTORATE WHICH HAVE BEEN SELECTED FOR A CONCENTRATED EFFORT AGAINST CUBA, AND THIS TARGET NOW RANKS NUMBER ONE AMONG THE STATION'S MANY PRIORITY OBJECTIVES. SUBJECT'S PAST EXPERIENCE IN CUBAN OPERATIONS, HIS ABILITY TO PASS AS A NATIVE IN THIS COUNTRY, AND HIS OTHER STRENGTHS, WERE THE INGREDIENTS WHICH THE STATION NEEDED TO EXPLOIT IN THIS EFFORT.

SUBJECT HAS TAKEN OVER THE PRINCIPAL STATION OPERATION DIRECTED AGAINST CUBA. THIS WAS A FAIRLY NEW OPERATION AT THE TIME IT WAS ASSIGNED TO SUBJECT AND IT WILL MATURE UNDER HIS DIRECTION. FOR REASONS OF SENSITIVITY, A MORE DETAILED REVIEW OF SUBJECT'S WORK ON THIS OPERATION CANNOT BE PROVIDED, BUT THE RECORD SHOULD NOTE THAT DURING THE PAST THREE MONTHS, HE HAS HANDLED THIS OPERATION IN A THOROUGHLY PROFESSIONAL MANNER WITH STEADY PROGRESS BEING MADE TO FULLY EXPLOIT THE OPERATIONAL AND REPORTING POTENTIAL. ALSO DURING THIS REPORTING PERIOD, SUBJECT RENEWED CONTACT THROUGH HIS OWN EFFORTS WITH A FORMER REPORTING ASSET WHO HAD DRIFTED AWAY FROM COLLABORATION WITH THE ORGANIZATION. SUBJECT IS NOW ATTEMPTING TO BREATH NEW LIFE INTO THIS OPERATION AND BRING IT BACK UNDER CONTROL.

SUBJECT ALSO COOPERATED WITH ANOTHER GOVERNMENT AGENCY IN ATTEMPTING TO RE-ESTABLISH CONTACT WITH A LOCAL CUBAN

OFFICIAL DURING THE TARGET'S VISIT TO THE BORDER AREA. SUBJECT WAS IN CHARGE OF COORDINATING THIS OPERATION WITH LOCAL LIAISON AND WITH THE OTHER AGENCY. THE OPERATION WAS SUCCESSFUL FROM THE POINT OF VIEW OF ARRANGING A MEETING WITH THE TARGET, BUT SINCE THE TARGET'S RETURN TO THE CAPITAL CITY, HE HAS REFUSED EFFORTS BY SUBJECT TO CONTINUE CONTACT.

ANOTHER EFFORT AGAINST THE CUBAN TARGET UNDER SUBJECT'S RESPONSIBILITY INVOLVES THE RESOURCES OF THE SPECIAL CI OPERATIONS GROUP. FOR SOME MONTHS NOW, THIS GROUP HAS BEEN TRYING TO MOUNT A SENSITIVE FI COLLECTION EFFORT AND PROSPECTS REMAIN ENCOURAGING THAT THIS EFFORT WILL SOON BE OPERATIONAL. THIS IS A FAIRLY COMPLEX UNDERTAKING WHICH REQUIRES PATIENCE AND AN ELEMENT OF GOOD LUCK IN ORDER TO BE SUCCESSFUL. SUBJECT DESERVES CONSIDERABLE CREDIT FOR THE PROGRESS MADE THUS FAR AND IF EVERYTHING GOES ACCORDING TO PLAN, THIS OPERATION SHOULD BE PRODUCING WITHIN A SHORT PERIOD OF TIME.

APART FROM HIS WORK AGAINST THE CUBAN TARGET, SUBJECT WAS SUCCESSFUL IN RECRUITING AN ACCESS AGENT AGAINST A CHINESE OFFICIAL AND LATER WAS ABLE TO ESTABLISH CLOSE RAPPORT WITH THE OFFICIAL HIMSELF. FOLLOWING UP ON A LEAD FROM ANOTHER SOURCE THAT A LOCAL NATIONAL HAD A CLOSE RELATIONSHIP WITH A CHINESE OFFICIAL, SUBJECT USED HIS NATIVE LANGUAGE AND APPEARANCE AND RECRUITED THE LOCAL UNDER THE GUISE OF BEING A MEXICAN GOVERNMENT OFFICIAL WHO WANTED TO MONITOR THE ACTIVITIES OF THE CHINESE IN MEXICO. ASSESSMENT INFORMATION OBTAINED FROM THE NEW SOURCE GREATLY FACILITATED THE ABILITY OF SUBJECT TO ESTABLISH CLOSE RAPPORT WITH THE CHINESE OFFICIAL ONCE CONTACT WAS MADE. SUBJECT WAS ABLE TO DISCERN THAT THE TARGET WAS POTENTIALLY VULNERABLE ON SEXUAL GROUNDS, BUT TIME DID NOT PERMIT THIS VULNERABILITY FROM BEING EXPLOITED BEFORE THE TARGET COMPLETED HIS TOUR AND DEPARTED THE COUNTRY. STATION REGRETS THAT A LEAD TO THIS TARGET WAS NOT IDENTIFIED EARLIER, BUT THIS DOES NOT DETRACT FROM THE PROFESSIONAL MANNER IN WHICH SUBJECT EXPLOITED EVERY OPPORTUNITY TO PUSH THIS CASE FORWARD AGAINST AN UNREALISTIC DEADLINE.

THIS REPORTING PERIOD HAS AGAIN BEEN ONE OF CONSIDERABLE ACTIVITY ON THE PART OF SUBJECT IN WHICH HE HAS DEMONSTRATED HIS TALENT FOR OPERATIONS AND PARTICULARLY HIS ABILITY TO

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DEFERRED TELEPOUCH

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TOR: 132307Z NOV 79 MEXI 51744

DEVELOP AND HANDLE AGENTS. HE HAS DISPLAYED VERSATILITY AND FLEXIBILITY IN PURSUING HIS TARGETS AND IS EVER ALERT FOR VULNERABILITIES WHICH CAN BE EXPLOITED. HE USES GOOD JUDGMENT IN HANDLING HIS CASES AND HIS TRADECRAFT PROCEDURES DURING THIS PERIOD HAVE BEEN SOUND. IT SHOULD ALSO BE NOTED THAT THE PARTICULAR CUBAN CASES WHICH HE IS INVOLVED ARE NOT EASY ONES. THEY REQUIRE HARD WORK, AND THE FULL RANGE OF CASE OFFICER EXPERISE IN ORDER TO PUSH THEM FORWARD. HIS RESPONSIBILITIES IN THE CI FIELD ARE EQUALLY DEMANDING. SUBJECT HAS MADE A VERY POSITIVE CONTRIBUTION TO THE WORK OF THIS STATION DURING THIS REPORTING PERIOD AND WELL DESERVES A RATING OF STRONG FOR HIS VARIOUS DUTIES AND A STRONG FOR HIS OVERALL PERFORMANCE.

5. COMMENTS BY REVIEWING OFFICER.

I CONCUR WITH THIS EVALUATION AND BELIEVE IT IS MOST COMPREHENSIVE AND OBJECTIVE. HAVING WORKED WITH SUBJECT DURING AN EARLIER PERIOD OF HIS CAREER WHEN HE WAS THEN A GOOD OFFICER (1970-72), I AM STRUCK BY THE REMARKABLE PROGRESS HE HAS MADE IN THREE KEY AREAS: OPERATIONAL THINKING AND ANALYSIS, WRITING, AND SOUND, PROFESSIONAL APPLICATION OF BASIC OPERATIONAL PRINCIPLES.

I AM DELIGHTED THIS HIGHLY CAPABLE, AGGRESSIVE OFFICER WILL BE REMAINING A THIRD YEAR AT THIS STATION AND LOOK FORWARD TO A MAJOR CONTRIBUTION FROM HIM IN MOST OPERATIONAL AREAS OF PRESENT PRIORITY CONCERN.RVW 13 NOV 99 DRV D9C.3.

END OF MESSAGE CONFIDENTIAL

14-00000

CONFIDENTIAL

FITNESS REPORT	NOTE: Supervisor or Reviewing Official may assign a higher classification if CONFIDENTIAL is not adequate for the report when completed.

SECTION A — GENERAL INFORMATION

1. EMPLOYEE NUMBER	2. NAME (last, first, middle)	3. DATE OF BIRTH	4. SEX	5. GRADE	6. SD
036130	Flores, Daniel	08/04/35	M	GS-13	DOG

7. OFFICIAL POSITION TITLE	8. OFF/DIV/BR OF ASSIGNMENT	9. CURRENT STATION
Ops Officer	DDO/LA/COG	Hqs

10. TYPE OF APPOINTMENT: X CAREER / CAREER PROVISIONAL / RESERVE / CONTRACT / SPECIAL / TEMPORARY

11. TYPE OF REPORT: X ANNUAL / 21-MONTH / 30-MONTH / REASSIGNMENT / SPECIAL

12. REPORTING PERIOD (From-to-)	13. DATE REPORT DUE IN O.P.
1 Dec 76 - 30 Sep 77	31 October 77

SECTION B — PERFORMANCE EVALUATION

U—Unsatisfactory: Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

M—Marginal: Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.

P—Proficient: Performance is satisfactory. Desired results are being produced in the manner expected.

S—Strong: Performance is characterized by exceptional proficiency.

O—Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

Specific Duty	Rating Letter
SPECIFIC DUTY NO. 1: Supervise the LA/COG/EA and Canada section which includes two operations officers, one intelligence analyst, and a secretary.	S
SPECIFIC DUTY NO. 2: As section chief, provide operational guidance and support to the field stations' efforts to develop and recruit Cubans in that area.	S
SPECIFIC DUTY NO. 3: Assume direct case officer responsibility for sensitive on-island reporting sources, including TDY travel for debriefing purposes when the assets are available; developing leads for potential recruitment efforts against new targets.	S
SPECIFIC DUTY NO. 4: Coordinate with other area division desks and components to provide maximum support to Cuban operational activities in their respective field stations.	S
SPECIFIC DUTY NO. 5	
SPECIFIC DUTY NO. 6	

OVERALL PERFORMANCE IN CURRENT POSITION

	Rating Letter
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.	S

FORM 45N OBSOLETE PREVIOUS EDITIONS

CONFIDENTIAL

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CONFIDENTIAL

SECTION C NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position, keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Mr. Flores came to the Cuba Operations Group from a brief assignment to the Office of Training. Prior to the OTR interim, Mr. Flores had been a COG case officer and was therefore familiar with its operational techniques. During this ten-month period under review, Mr. Flores served as a section chief with responsibilities for East Asian stations with a Cuban target (Tokyo, Manila, and Hong Kong) and Canada. Mr. Flores was the only GS-13 officer to hold section chief responsibility, yet his performance compared favorably with that of the GS-14 section chiefs. As a section chief, Mr. Flores was supervisor for two operations officers, one intelligence analyst and a secretary. He was responsible for ensuring the prompt handling of correspondence to and from the field stations, and providing operational guidance and direction on matters pertaining to Cuban operations. His section was managed in a competent manner with Mr. Flores demonstrating his ability to delegate functional responsibilities.

The Cuba Operations Group also functions in a direct case officer capacity, and Mr. Flores frequently traveled TDY to handle cases. He was the operations officer for one particularly sensitive and productive on-island reporting case. This required him to travel on short notice and to arrange for secure meeting and debriefing sessions of this reporting source.

Mr. Flores also traveled to Canada on various occasions to meet with liaison contacts and participate in developmental operations. One particular recruitment attempt required Mr. Flores to spend several days in a motel room observing the

--CONTINUED--

SECTION D CERTIFICATION AND COMMENTS

1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
	Rating Official Profile	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
	DC/LA/COG	Donald H. Winters

2. BY EMPLOYEE

STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE	DATE	SIGNATURE OF EMPLOYEE
HAVE ATTACHED / HAVE NOT ATTACHED	4 March 1977	Daniel Flores

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

Subject likes to operate. He is very practical, experienced, and realistic. He is, however, a little quiet and tends to accept things the way they are. While I have no doubt as to his skills, he may need a bit more management experience to learn how to make things move despite obstacles. He has done a fine job running the East Asian and Canada section of Cuba Operations Group.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
	C/LA/COG	Frederick W. Latrash

4. BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT	DATE	SIGNATURE OF EMPLOYEE
	4 March 1977	

CONFIDENTIAL

FITNESS REPORT

Daniel Flores

NARRATIVE COMMENTS

cont.

movements of an operational target, and to devise a secure and timely method of approach to the individual Cuban.

In comparing Mr. Flores' performance as an operations officer and as a supervisor, I believe his performance is somewhat stronger in the former capacity. Mr. Flores has all the attributes of an excellent case officer: he is aggressive, thinks operationally, and is fast on his feet in an operational situation. He is further aided by his fluency in Spanish and has on more than one occasion successfully passed himself off as a Mexican businessman. During his TDY travels, he has repeatedly demonstrated dedication to the job at hand, willingness to work long hours, and a flexibility to handle all types of situations.

Mr. Flores is less enthusiastic when it comes to the paperwork and bureaucratic requirements of his position. While he is a good writer, he tends to handle his written tasks in a hurried manner and consequently, his work oftentimes requires review. He is also inclined to take the shorter and easier approach when handling the paper flow requirements. I mention these points not because they represent basic shortcomings, but simply to contrast them to his exceptionally high performance in his operations officer capacity.

In sum, Mr. Flores is an extremely experienced, competent and well motivated operations officer. His talent as a "street operator" with a keen sense for the human target has been amply demonstrated. He has now quite successfully been introduced to his first supervisory position and proven that he is competent for assignments of this nature. I believe Mr. Flores is capable of handling positions of increasing responsibility and should be given the opportunity to do so.

* * *

SECRET
CLASSIFICATION

FITNESS REPORT

SECTION A — GENERAL INFORMATION

1. EMPLOYEE NUMBER	2. NAME (Last, first, middle)	3. DATE OF BIRTH	4. SEX	5. GRADE	6. SD
036130	FLORES, Daniel	4 Aug 35	M	12	

7. OFFICIAL POSITION TITLE	8. OFF/DIV/BR OF ASSIGNMENT	9. CURRENT STATION	10. CODE (ck one)
Instructor Ops	DDA/OTR/LTD	Hqs.	X HQS / OP

11. TYPE OF APPOINTMENT: X CAREER | RESERVE | CONTRACT | OTHER (Spec.) | TEMPORARY

12. TYPE OF REPORT: ANNUAL | X REASSIGNMENT | SPECIAL

13. REPORTING PERIOD (from-to-): 22 June - 19 November 1976

14. DATE REPORT DUE IN O.P.: N/A

SECTION B — QUALIFICATIONS UPDATE

IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD 'YES' IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD 'NO' IN THE BOX AT RIGHT.

SECTION C — PERFORMANCE EVALUATION

U—Unsatisfactory: Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.

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SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

Specific Duty	Rating Letter
SPECIFIC DUTY NO. 1: Conducts tutorial training in clandestine operational tradecraft skills for foreign agent and liaison personnel as well as U.S. staff and contract personnel.	S
SPECIFIC DUTY NO. 2: In collaboration with sponsoring Agency components prepares detailed training programs and schedules for the conduct of tailored tutorial and small-group training.	S
SPECIFIC DUTY NO. 3: Evaluate trainee performance in each program and prepare final training reports, and as appropriate draft follow-up questionnaires for field evaluation of training effectiveness.	S
SPECIFIC DUTY NO. 4: Participate in live problems and exercises as surveillant and role player as required and contribute to improvement in training materials and techniques.	S
SPECIFIC DUTY NO. 5	
SPECIFIC DUTY NO. 6	

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER

14-00000

SECRET

CLASSIFICATION

SECTION D NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Mr. Flores joined the Agent and Liaison Training Unit in mid-June 1976 and after a week's familiarization with training materials, aids and office routine of the Unit, he attended a two-week Instructor Training Workshop at the Special Training Center. On completion of the Workshop, Subject returned to the Unit for further familiarization with the routine of the Unit, assisted in several surveillance problems, and monitored a two-week training program which included active participation as a trainee himself in the SAI (or persuasion skills) portion of the program. Subsequently Mr. Flores assisted as a role-player in a brief but significant program involving the training of a prominent U.S. citizen assisting the Agency in southern Africa. Mr. Flores then assisted another instructor in devising and conducting the first program this Unit has undertaken designed to teach surveillance awareness/detection to Staff Employees who are deemed likely to be subjects of terrorist surveillance and attack. Mr. Flores then planned for, and from 12 October through 19 November conducted a tutorial training program in clandestine operations tech-

(continued)

SECTION E CERTIFICATION AND COMMENTS

1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
4 Months		
DATE	**OFFICIAL TITLE OF SUPERVISOR**	**TYPED OR PRINTED NAME AND SIGNATURE**
17 January 1977	Chief, ALT Unit	Walter R. Cox

2. BY EMPLOYEE

STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE	DATE	SIGNATURE OF EMPLOYEE
HAVE ATTACHED / HAVE NOT ATTACHED	26 Jan 77	[signature]

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I concur in the ratings on specific duties and on the overall rating of STRONG for Mr. Flores. Although he was assigned to this Unit for a short period of time, he was proving to be a well qualified operations instructor. His home Division requested his return in order to give him a responsible position for which he was well qualified, and he should do well on that assignment.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
19/1/77	Chief, OTR/[illegible]	[signature]

4. BY EMPLOYEE

[illegible]	DATE	SIGNATURE OF EMPLOYEE
	[illegible]	[illegible]

CLASSIFICATION

SECRET

S E C R E T

Continuation of Section D of Fitness Report on Daniel Flores, GS-12, for period 22 June - 19 November 1976 ---------------

niques for a U.S. citizen who is scheduled to serve as an NOC Officer in the Caribbean.

The first independent training task given to Mr. Flores was of a third-national field agent serving as an access agent, but this task was cancelled at the last minute when the concerned Base discovered grounds for field termination of the agent rather than providing tutorial training for the agent in the U.S. Mr. Flores was justifiably irritated at this turn of events which denied him what held promise for being a challenging initial training program.

It was with regret that we learned, early into what turned out to be Mr. Flores' only independent training program, that a priority requirement of his home-base Division would necessitate his return to Division duty soonest. The Division agreed to our request that Mr. Flores conclude the training program he had tailored, and begun, and Mr. Flores is to be commended for having done an exceptionally fine job in this assignment. The completion-of-training report was also well organized, and the questionnaire which asks for an evaluative follow-up from the trainee's field Station is to the point.

Early in his assignment Mr. Flores took over the maintenance and improvement of the Unit's operations training slides, consolidated them into an extremely functional package, and solicited ideas from other instructors to improve the package. Much to his credit and the Unit's benefit, Mr. Flores managed to persuade another Agency component to undertake--without charge--a major revamping of some of the slides using computor-designed art work to replace some of the less impressive early work in this field.

S E C R E T

CLASSIFICATION

FITNESS REPORT

SECTION A — GENERAL INFORMATION

1. EMPLOYEE SERIAL NUMBER	2. NAME (Last, First, Middle)	3. DATE OF BIRTH	4. SEX	5. GRADE	6. SD
460-48-6230 036130	Flores, Daniel	4 Aug 35	M	GS13	DOG

7. OFFICIAL POSITION TITLE	8. OFF/DIV/BR OF ASSIGNMENT	9. CURRENT STATION	10. CHECK (X) TYPE OF...
Ops Officer	DDO/LA	Mexico City	

11. TYPE OF APPOINTMENT

X	CAREER		RESERVE		TEMPORARY
	CONTRACT		SPECIAL		OTHER

12. TYPE OF REPORT

	INITIAL	X	ANNUAL		REASSIGNMENT	SPECIAL

13. REPORTING PERIOD (From- to-): 15 Feb - 30 Sept 78

14. DATE REPORT DUE IN O.P.:

SECTION B — QUALIFICATIONS UPDATE

IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.

SECTION C — PERFORMANCE EVALUATION

U—Unsatisfactory — Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.

M—Marginal — Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.

P—Proficient — Performance is satisfactory. Desired results are being produced in the manner expected.

S—Strong — Performance is characterized by exceptional proficiency.

O—Outstanding — Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

	RATING LETTER
SPECIFIC DUTY NO. 1 SEE ATTACHED MEXICO CITY 47396 (IN 1584998) dtd 18 Nov 78	
SPECIFIC DUTY NO. 2	
SPECIFIC DUTY NO. 3	
SPECIFIC DUTY NO. 4	
SPECIFIC DUTY NO. 5	
SPECIFIC DUTY NO. 6	

OVERALL PERFORMANCE IN CURRENT POSITION

	RATING LETTER
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.	

FORM 45 OBSOLETE PREVIOUS EDITIONS — CLASSIFICATION — 22. IMPDET CL BY ____________

14-00000

CLASSIFICATION

SECTION D	NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

24 10 56 AM 78

MAR 1058

SEE ATTACHED.

SECTION E	CERTIFICATION AND COMMENTS

1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
	Rating Officer Profile: 0 / 9 15 - 0 - 0 - 0	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
18 Nov 78	DCOS	Robert Berg /S/

2. BY EMPLOYEE

I HAVE [ ] OR HAVE NOT [X] ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE.	DATE	SIGNATURE OF EMPLOYEE
	18 Nov 78	Daniel Flores /S/

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

SEE ATTACHED.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
18 Nov 78	COS	Lawrence Sternfield /S/

4. BY EMPLOYEE

I CERTIFY I HAVE SEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT. I HAVE [ ] HAVE NOT [X] ATTACHED A STATEMENT CONCERNING THE REVIEWING OFFICIAL'S EVALUATION OF MY PERFORMANCE.	DATE	SIGNATURE OF EMPLOYEE
	18Nov78	Daniel Flores /S/

CLASSIFICATION

/04./EYES ONLY   CONFIDENTIAL   FRP: , , , , , , ,

EYES ONLY   DEFERRED TELEPOUCH

ACTION: C/LA-5 (5P3)   INFO: HF, FILE, (7/W)

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78 1584998   PAGE 001   1584998
TOR: 182031Z NOV 78   MEXI 47396

C O N F I D E N T I A L 172250Z NOV 78 DEFERRED TELEPOUCH

CITE MEXICO CITY 47396

Pew

TO: WASHINGTON.

FOR: C/LA/PERS

Dan Flores

SUBJECT: ADMIN/RYBAT/PERS/FITNESS REPORT FOR [redacted]

1. GIVEN BELOW IS THE FITNESS REPORT ON SUBJECT FOR THE PERIOD 15 FEB - 30 SEPT 78. RATTING ON SPECIFIC DUTIES AND NARRATIVE COMMENTS WERE PREPARED BY HAROLD O. CHAIDEZ, DCOS. REVIEWING COMMENTS WERE PREPARED BY JOEL N. NEBECKER, COS. SUBJECT WAS NOT SHOWN A COPY OF THIS REPORT AS HE DEPARTED STATION ON EMERGENCY LEAVE BEFORE THE REPORT COULD BE TYPED. A COPY WILL BE MADE AVAILABLE TO HIM IMMEDIATELY UPON HIS RETURN AND ANY STATEMENT BY THE EMPLOYEE WILL BE TELEPOUCHED TO HQS. A SIGNED COPY OF FORM 45A WILL BE POUCHED AT THAT TIME.

2. THE FOLLOWING INFO IS KEYED TO FORM 45A, SECTION A: 1. 036130; 4. M; 5. GS-13; 6. DOG; 9. MEXICO CITY; 10. CAREER; 11. ANNUAL; 12. 15 FEB-30 SEP 78.

3. SECTION B. PERFORMANCE EVALUTATION - SPECIFIC DUTIES:

1. DIRECTS THE ACTIVITIES OF AN 18-MAN CI LIAISON TEAM RESPONSIBLE TO THE STATION, AND WHICH INCLUDES COORDINATING ALL RTACTION OPS INITIATED BY THE TEAM. RATING LETTER -- S.

2. RESPONSIBLE FOR TARGETTING CI OPERATIONS AGAINST SOVIETS AND CUBANS IN MEXICO CITY. RATING LETTER -- S.

3. CASE OFFICER FOR TWO PENETRATIONS OF LIAISON. RATING LETTER -- S.

4. COORDINATES SENSITIVE CE OPERATIONS RUN BY OTHER KUBLAZON AGENCIES WITH LIAISON COUNTERPARTS. RATING

CONFIDENTIAL

9/9

LETTER -- S.
5. CONDUCTS OTHER LIAISON RELATED CI ACTIVITY AND PREPARES NECESSARY MEMORANDA AND REPORTS. RATING LETTER -- S.

OVERALL PERFORMANCE -- S.

4. SECTION C - NARRATIVE COMMENTS

THIS IS THE INITIAL REPORT WRITTEN ON SUBJECT AND COVERS A PERIOD OF SEVEN AND ONE-HALF MONTHS SINCE HIS ARRIVAL IN MEXICO IN FEB 78. SUBJECT HAS BEEN IN THE ORGANIZATION FOR OVER 16 YEARS AND SERVED TWO O/S ASSIGNMENTS PRIOR TO MEXICO CITY.

HIS PRIMARY DUTY IS TO SUPERVISE THE OPERATIONS OF A CI UNIT COMPOSED OF PERSONNEL SUPPLIED BY LIAISON BUT WHICH IS UNDER THE OPERATIONAL DIRECTION OF THE STATION. THIS PARTICULAR UNIT REPRESENTS THE NUCLEOUS OF THE STATION'S CI OPERATIONAL CAPABILITY. IT IS ALSO A STRONG CONTRIBUTOR TO STATION'S EFFORTS DIRECTED AGAINST THE HARD TARGETS IN THE FI FIELD. SUBJECT PARTICIPATES IN ALL LEVELS OF ACTIVITY WITH THIS UNIT FROM THAT OF A MANAGER TO SERVING AS AN OPERATIONS OFFICER. THE LEADERSHIP AND EXAMPLE WHICH HE SETS HAVE BEEN AN ESSENTIAL INGREDIENT IN THE SUCCESS ENJOYED BY THE UNIT IN RECENT MONTHS. IN APRIL 1978, THE STATION UNDERTOOK AN AUDIO OPERATION DIRECTED AT THE OFFICIAL OUT-OF-TOWN RETREAT OF A PRINCIPAL ADVERSARY IN MEXICO. SUBJECT PARTICIPATED IN THE RECRUITMENT OF A CARETAKER WHO PROVIDED ACCESS TO THE TARGET INSTALLATION AND WAS SUBSEQUENTLY INVOLVED IN ALL ASPECTS OF THE OPERATION EXCEPT THE ACTUAL INSTALLATION OF THE TECHNICAL DEVICES. THIS SUCCESSFUL OPERATION WAS FOLLOWED BY ANOTHER ONE THE FOLLOWING MONTH, THIS TIME DIRECTED AT THE HOTEL ROOMS OF A VISITING COMMUNIST DIGNITARY. TWO VALUABLE REPORTS WERE PRODUCED FROM THIS OPERATION ON THE POLICIES AND PLANS OF A FOREIGN COMMUNIST PARTY. IN JULY, SUBJECT SUPERVISED THE RECRUITMENT OF AN AGENT WHO HAS ESTABLISHED ACCESS TO A HOSTILE OFFICIAL INSTALLATION. A TECHNICAL OPERATION IS NOW UNDERWAY TO EXPLOIT THE SOURCE'S ACCESS.

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CONFIDENTIAL

DEFERRED TELEPOUCH

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TOR: 182031Z NOV 78 MEXI 47396

IN SEPTEMBER, ANOTHER OPERATION BEGAN AGAINST THE RETREAT OF THE SAME PRINCIPAL ADVERSARY MENTIONED ABOVE SINCE A NEW PROPERTY HAD BEEN ACQUIRED. AGAIN, SUBJECT PARTICIPATED IN THE RECRUITMENT OF THE CARETAKER OF THE NEW SITE AND IN OTHER PHASES OF THE OPERATION WHICH CONTINUE AT THIS TIME.

IN ADDITION TO THESE SPECIFIC OPERATIONS, THE CI UNIT ALSO CARRIES OUT A HOST OF BACKGROUND INVESTIGATIONS, SURVEILLANCE, AND OTHER WORK AS REQUIRED IN THE CI FIELD. SINCE MEXICO CITY SERVES AS PROBABLY THE PRINCIPAL BASE FOR OPERATIONS BY THE SOVIETS AND THE CUBANS AGAINST THE UNITED STATES, SELECTIVE TASKING MUST BE UNDERTAKEN TO OBTAIN MAXIMUM EFFICIENCY FROM THIS SMALL UNIT.

SUBJECT ALSO HANDLES TWO PENETRATIONS OF THE CI UNIT, AND IS ALSO RESPONSIBLE FOR PROVIDING SUPPORT THROUGH THIS UNIT TO OTHR CI ACTIVITIES DIRECTED AGAINST SOVIET AND CUBAN ESPIONAGE IN MEXICO.

INDEED, THE FIRST PART OF HIS TOUR IN MEXICO HAS BEEN A BUSY ONE. THE STATION FINDS HIM TO BE AN ENERGETIC, VERSATILE, AND HIGHLY QUALIFIED OFFICER. HE HAS HANDLED THE PERSONNEL AND OPERATIONAL PROBLEMS WHICH HAVE SURFACED WITH HIS CI UNIT WITH TACT AND EFFECIENCY, AND HIS RAPPORT WITH HIS LIAISON COUNTERPARTS IS VERY GOOD. DURING RECENT CONVERSATIONS, SENIOR MEXICAN SECURITY OFFICIALS HAVE EXPRESSED THEIR HIGH REGARD FOR SUBJECT'S ABILITIES.

HIS ABILITY TO PASS AS A NATIVE IS AN ADDED FACTOR IN HIS FAVOR AND PROVIDES HIM WITH A GREATER DIMENSION FOR OPERATIONS. THE STATION HAS USED SUBJECT ON OCCASION FOR UNILATERAL OPERATIONS, BUT THIS USE MUST BE SELECTIVE IN ORDER NOT TO ADVERSELY IMPINGE UPON HIS PRIMARY WORK WITH THE CI UNIT.

SUBJECT IS VERY COST CONSCIOUSNESS IN THE USE OF STATION FUNDS AND EXTRACTS A HEALTHY RETURN FOR PROJECT MONIES USED TO SUPPORT THE WORK OF THE CI UNIT.

SUBJECT WELL DESERVES A RATING OF STRONG FOR HIS

CONFIDENTIAL

VARIOUS DUTIES AND AN OVERALL STRONG FOR THIS REPORTING PERIOD. WE LOOK FORWARD TO A CONTINUED HIGH LEVEL OF PERFORMANCE DURING THE YEAR TO COME.

5. SECTION D.1. SUBJECT HAS BEEN UNDER MY SUPERVISION FOR SEVEN AND ONE-HALF MONTHS. D.3: COMMENTS BY REVIEWING OFFICIAL:

I FULLY CONCUR WITH THE NARRATIVE COMMENTS OF THE REVIEWER. SUBJECT HAS DISPLAYED A GREAT AMOUNT OF IMAGINATION AND ENERGY IN DIRECTING A DIFFICULT ACTIVITY NAMELY COUNTERINTELLIGENCE ACTIVITY THAT IS SEVERELY RESTRICTED BY ATTORNEY GENERAL GUIDE-LINES TO THE EXISTING EXECUTIVE ORDER. SUBJECT HAS DESPITE THIS BEEN ABLE TO KEEP A VERY POSITIVE THRUST TO HIS OPERATIONS AND HAS BEEN ABLE TO MOTIVATE THE AGENTS AND PERSONNEL UNDER HIS CONTROL. I AM TOTALLY SATISFIED WITH HIS ENERGY AND MOTIVATION. DESPITE THE FRUSTRATIONS INHERENT IN THE COUNTERINTELLIGENCE ACTIVITY HE CARRIES ON WITH A HIGH SPIRIT AND A TREMENDOUS AMOUNT OF GOOD WILL - NO MEAN ACHIEVEMENT AT THIS JUNCTURE OF AGENCY COUNTER-INTELLIGENCE ACTIVITIES. E3, IMPDET.

END OF MESSAGE CONFIDENTIAL

14-00000

SECRET
CLASSIFICATION

FITNESS REPORT

SECTION A — GENERAL INFORMATION

1. EMPLOYEE NUMBER	2. NAME (Last, first, middle)	3. DATE OF BIRTH	4. SEX	5. GRADE	6. SD
194737	Flores, Daniel	4 Aug 35	M	GS-12	D

7. OFFICIAL POSITION TITLE	8. OFF/DIV/BR OF ASSIGNMENT	9. CURRENT STATION	10. CODE (ck one)
Operations Officer	DDO/LA/COG	Headquarters	X HQS. / OF

11. TYPE OF APPOINTMENT: XX CAREER | RESERVE | CONTRACT | OTHER (Spec) | TEMPORARY

12. TYPE OF REPORT: XX ANNUAL | REASSIGNMENT | SPECIAL

13. REPORTING PERIOD (from-to-): 01 July 1975 - 30 June 1976

14. DATE REPORT DUE IN O.P.: 31 July 1976

SECTION B — QUALIFICATIONS UPDATE

IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.

SECTION C — PERFORMANCE EVALUATION

U—Unsatisfactory: Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.

M—Marginal: Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.

P—Proficient: Performance is satisfactory. Desired results are being produced in the manner expected.

S—Strong: Performance is characterized by exceptional proficiency.

O—Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

Specific Duty	Rating Letter
SPECIFIC DUTY NO. 1: Handle a sensitive and productive on-island agent in Cuban operations via TDY travel to meet, debrief, and prepare operational/intelligence reports.	O
SPECIFIC DUTY NO. 2: Review incoming operational correspondence from Latin America on Cuban matters and ensure that prompt response and helpful guidance is provided.	S
SPECIFIC DUTY NO. 3: Maintain a thorough familiarity with all Cuban activities in Latin America and our operations against them; carry out coordination with other components where appropriate.	S
SPECIFIC DUTY NO. 4: Develop leads against the Cuban target by locating, clearing, and ultimately interviewing relatives, friends, etc., of Cuban officials to obtain assessment data on the targets as well as use the leads in approaches to Cuban officials.	O
SPECIFIC DUTY NO. 5: Work closely with the IA's of the section to ensure that they answer all required correspondence and to stimulate them to be creative and productive.	S
SPECIFIC DUTY NO. 6:	

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER: S

FORM 45

CLASSIFICATION
SECRET

SECRET
CLASSIFICATION

SECTION D — NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

This officer has worked under my supervision for approximately six months. This is the first fitness report I have prepared on him. After two field tours and his current assignment to Cuba Operations Group, he has developed into a solid and professional operations officer with the skills we hope our employees will develop. He is now highly motivated and creative in his work. He has demonstrated, particularly in recent months, a gratifying degree of drive and interest.

He has handled one of our most productive and sensitive on-island assets. With his guidance this agent has produced, within the past six months, some of the highest quality intelligence on Cuban plans and intentions this Agency has obtained. Because this agent must be serviced via TDY travel, the responsible case officer must be able to work with very little guidance and have the tradecraft skills and reports writing ability to work largely on his own. With this case Mr. Flores has demonstrated himself to be a first-class agent handler, highly attuned to operational information and quality intelligence production.

As Section Chief I have relied upon him heavily to provide the institutional memory our work demands. He has full grasp of all operations directed against Cuban officials, not only in those countries under his direct responsibility, but throughout Latin America. Since all of the officers in this section travel frequently to meet and debrief agents, Mr. Flores has frequently acted as Section Chief during the absence of the other two officers, a GS-14 position. He has been able to handle the job well both

SECTION E — CERTIFICATION AND COMMENTS

1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE	OFFICIAL TITLE OF SUPERVISOR C/LA/COG/WHA	TYPED OR PRINTED NAME AND SIGNATURE Leonard D. Therry

2. BY EMPLOYEE

STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE	DATE	SIGNATURE OF EMPLOYEE
HAVE ATTACHED / HAVE NOT ATTACHED	20 Dec 1976	[signature]

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I agree with the ratings given by the rating officer. Mr. Flores is indeed a fine operations officer and should have an exceptionally successful career in operations. The only weakness in him that I have ever noted is an occasional lack of drive and self-motivation and as noted by the rating officer, particularly in recent months, he seems to have cured this and has indeed been going at a fast pace.

Mr. Flores is leaving Cuba Operations Group for a rotational tour in the Office of Training. I believe that when he finishes this tour, he should return for an operational assignment in the Latin America area. He is an exceptionally fine case officer, has a native command of Spanish, and has a way of dealing with his agents that gets the most out of them. Future tours for him should involve supervision of younger case officers and he should begin to move into the managerial aspects of operations.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
	Chief, LA/COG	Thomas A. Clayton

4. BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT	DATE	SIGNATURE OF EMPLOYEE
	[illegible]	[signature]

CLASSIFICATION

SECRET

FITNESS REPORT

Daniel Flores

cont.

SECTION D

in terms of paper flow and personnel administration. He demonstrates an ability to advance further along these lines. Also during the period under review he participated in an approach against the local head of Cubana Airlines in a Latin America country. Although the recruitment effort was not successful, it was conducted in a professional manner and Mr. Flores used an access agent relative in a very effective manner.

He has been perhaps the most aggressive officer in the Cuba Operations Group in pursuing leads for interviews of relatives, friends, and acquaintances of Cuban officials posted abroad. During the period under review he conducted at least six such interviews and developed good assessment data on various targets.

As a native Spanish speaker, Mr. Flores has the ability to pass as a foreign national and has successfully carried out roles as a Mexican citizen, using OTS-provided false documents. This ability to pass as non-American has been of great assistance in handling the key case he relinquished only on leaving LA/COG.

Mr. Flores has now overcome an earlier reluctance to be aggressive which former supervisors might have noted. I am confident he will maintain and build further on what I have found to be a highly improved sense of enthusiasm. I am sure he will be a strong contributor to his new component.

* * *

No. 3

He is an officer who merits further responsibility and one who should continue to rise in rank as he assumes these additional responsibilities. It has been a pleasure to work with him and I should like to do so with him in the future.

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SECRET
CLASSIFICATION

FITNESS REPORT

SECTION A GENERAL INFORMATION

1. EMPLOYEE NUMBER	2. NAME (Last, first, middle)	3. DATE OF BIRTH	4. SEX	5. GRADE	6. SD
194737	Flores, Daniel	4 Aug 35	M	GS-12	D

7. OFFICIAL POSITION TITLE	8. OFF/DIV BR OF ASSIGNMENT	9. CURRENT STATION	10 CODE (ck one)
Ops Officer	DDO/LA/COG	Washington, D.C.	X HQS / OF

11. TYPE OF APPOINTMENT: CAREER / RESERVE / CONTRACT / OTHER (Spec.) / TEMPORARY

12. TYPE OF REPORT: X ANNUAL / REASSIGNMENT / SPECIAL

13. REPORTING PERIOD (from-to-)	14. DATE REPORT DUE IN O.P.
1 October 1974 - 30 June 1975	31 July 1975

SECTION B QUALIFICATIONS UPDATE

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S—Strong: Performance is characterized by exceptional proficiency.

O—Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

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Specific Duty	Rating Letter
SPECIFIC DUTY NO. 1: Case Officer for COG's Latin America area responsible for operational support of LA field Stations Cuba programs.	S
SPECIFIC DUTY NO. 2: Case officer for two sensitive on-island agent operations.	S
SPECIFIC DUTY NO. 3: Develop leads to potential Cuban recruitment targets and personally interview prospective access agents.	S
SPECIFIC DUTY NO. 4: Supervisor for one Intelligence Analyst	S
SPECIFIC DUTY NO. 5	
SPECIFIC DUTY NO. 6	

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER: S

FORM 45

CLASSIFICATION
SECRET

8 SEP 1975

E2, IMPDET CL BY

CLASSIFICATION

SECTION D — NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

OFFICE OF PERSONNEL

AUG 25 11 08 AM '75

LA/COG is both a Headquarters Area Component and an active operational "station" operating out of Headquarters, responsible for recruitment operations and agent handling. As such, Mr. Flores assignment is a combination of Headquarters desk chief and case officer of a large field station. His performance is being rated in both capacities which means that much higher criteria is being applied than for most Headquarters officers.

Mr. Flores has proved to be a professional agent handler, and has been used very effectively in two new, sensitive operations run from Headquarters. Although he did not participate in the recruitment of these sources, Mr. Flores was brought in to provide initial training, and detailed guidance necessary to develop the new assets into reporting sources. One was a complicated case of a DGI walk-in who Mr. Flores helped debrief, then trained and dispatched back to Cuba. The other was a successful false flag recruitment of a source with excellent access to the Cuban leadership; Mr. Flores' job, after being introduced by the recruiting officer, is to make the source into a fully controlled asset and maximize the excellent potential for intelligence information.

SECTION E — CERTIFICATION AND COMMENTS

1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
8 August 1975	ADC/LA/COG	M. Michael Kline

2. BY EMPLOYEE

STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE	DATE	SIGNATURE OF EMPLOYEE
HAVE ATTACHED / HAVE NOT ATTACHED	9 Aug. 1975	[signature]

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

LA/COG has six operations officers performing duties similar to those assigned to Mr. Flores--Case officer responsible for recruiting/handling agents directed against a hard target and also staff duties as a Desk Chief. These tasks are unique within the Latin America Division as these officers serve as field case officers and also as Headquarters desk officers. All on-island Cuban agents are handled by these six employees. I would rank Mr. Flores in the middle of this group, but it must be taken into consideration that all the other officers are senior in grade.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
8 August 1975	AC/LA/COG	Thomas G. Clines

4. BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT	DATE	SIGNATURE OF EMPLOYEE
	9 Aug. 1975	[signature]

CLASSIFICATION

SECRET

Continuation of Section D

His professional, no-nonsense handling has already contributed to highly significant information (a value quotient of 7.0 with one XX report) on some of the Agency's current Cuba priorities including Cuba's negotiating attitude vis-a-vis the U.S.

In his capacity as Desk officer for field stations in Latin America, Mr. Flores is charged with providing guidance and support aimed at recruitment operations against Cuban officials. He has conducted interviews of Cuban exiles in the U.S. and initiated a promising recruitment operation against a well placed third country official in Cuba. He supervises one intelligence analyst and, together, they effectively ensure timely response to field requests and help stations to identify operational opportunities, recruitment targets and--where necessary--keep them aware of the priority of the Cuban target.

By his performance, Mr. Flores has demonstrated he is a versatile case officer with good operational instincts; he is showing increasing agressiveness and imaginative support of field stations in their efforts to recruit Cuban officials. While he is an excellent agent handler who gets maximum intelligence production from his assets, he is less thorough when handling the administrative details involved in his operations. He needs more supervisory experience, and still tends to rely excessively on his IAs to search for operational leads and conduct operational research.

Mr. Flores was sponsored by the Division, and attended the mid-career course in November 1974. He has excellent potential for further advancement in the Division and has been a significant factor in LA/COG's success over the last year in developing access to Cuba, a recognized hard target.

Continuation of Section E

Subject excels as an agent handler motivating his agents and disciplining them when required to obtain quality intelligence. He handles two of LA/COG's most sensitive on-island agents and during this period, he has met these two agents in Europe and in Latin America. He has certainly targetted these two agents against priority objectives and the intelligence produced has been of vital interest to U.S. Government policymakers in this delicate period of Cuban negotiations. Latin America Division has received commendations from

SECRET

Continuation of Section E

the intelligence community for reports acquired through Mr. Flores. Subject's staff duties include desk chief responsibilities for support and guidance to field programs including the research and targetting required to conduct an effective recruitment program. Although such duties requiring supervision are new to him, he is also making progress in this capacity. With proper guidance and assistance, he will develop into a most effective supervisor.

Mr. Flores native fluency in Spanish and his Latin background have proven most valuable to Cuban operations. In fact he represents himself as "Latin American" in handling one of this agents. For an officer his grade, he is very mature, self assured, has good common sense and is certainly a professional. Subject has completed two tours in the field and is an experienced ops officer. He is intelligent, imaginative, uses good tradecraft at all times and has a clear headed approach to the business. He expresses himself well orally and in writing, and works very well with other case officers. Mr. Flores keeps up to date on political, economic and social affairs pertaining to Cuba and he willingly accepts difficult tasks requiring frequent separations from his family.

Subject definitely has potential. He is operationally agressive and is gaining experience as a manager. Mr. Flores is already performing at a higher level than his grade. In approximately a year, he should be again dispatched to the field as a senior officer responsible for handling Soviet, Chinese or Cuban targets. During the next reporting period, Mr. Flores should receive training in superivsion. He is a solid performer in the Cuban Operations Group and has contributed much to our successes during the past year.

14-00000

CLASSIFICATION

FITNESS REPORT

SECTION A — GENERAL INFORMATION

1. EMPLOYEE NUMBER	2. NAME (Last, first, middle)	3. DATE OF BIRTH	4. SEX	5. GRADE	6. SD
194737	Flores, Daniel	4 Aug 35	M	GS-12	D

7. OFFICIAL POSITION TITLE	8. OFF/DIV BR OF ASSIGNMENT	9. CURRENT STATION	10. CODE (ck one) HQS	OF
Ops Officer	DDO/LA/COG	Washington,DC	X	

11. TYPE OF APPOINTMENT: CAREER | RESERVE | CONTRACT | OTHER (Spec) | TEMPORARY

12. TYPE OF REPORT: X ANNUAL | REASSIGNMENT | SPECIAL

13. REPORTING PERIOD (from-to-): 5 March 1974 - 30 September 1974

14. DATE REPORT DUE IN O.P.:

SECTION B — QUALIFICATIONS UPDATE

IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.

SECTION C — PERFORMANCE EVALUATION

U—Unsatisfactory: Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.

M—Marginal: Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.

P—Proficient: Performance is satisfactory. Desired results are being produced in the manner expected.

S—Strong: Performance is characterized by exceptional proficiency.

O—Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

Specific Duty	Rating Letter
SPECIFIC DUTY NO. 1: Primary case officer for a sensitive Cuban penetration agent.	S
SPECIFIC DUTY NO. 2: Provide operational support and guidance for Cuban operations conducted by LA Division Stations.	P
SPECIFIC DUTY NO. 3: Direct and supervise Intelligence Assistants assigned to specific areas of responsibilities.	S
SPECIFIC DUTY NO. 4: Desk case officer for access agents and support assets in LA Division Stations' Cuban operations.	S
SPECIFIC DUTY NO. 5: Search for leads in the U.S. for LA Division Cuban operations and personally debrief and exploit further exploitation.	S
SPECIFIC DUTY NO. 6:	

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER: S

FORM 45 OBSOLETE PREVIOUS EDITIONS

CLASSIFICATION

E2 IMPDET CL BY [illegible]

CLASSIFICATION

SECTION D — NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

In a very short time, Mr. Flores has become an important factor in LA/COG's efforts to directly handle Cuban on-island agents, and to expand its recruitment program. His fluent Spanish, past operational experience, versatility and ability to blend into the local scene in most Latin American countries, make him highly qualified for his present assignment. He demonstrates sound operational judgment under often trying conditions, and good ability to communicate effectively both orally and in writing. His frequent TDYs demand long and unusual hours, which he gives ungrudgingly.

Almost immediately after his assignment to LA/COG in March 1974, Mr. Flores was called upon to handle a sensitive walk-in case. The agent had already been recruited and many of the developmental aspects of the case had been resolved prior to Mr. Flores' introduction, but it still required a Headquarters based case officer to provide the necessary continuity wherever the agent surfaced overseas. The case is complicated and time-consuming, involving extended TDYs and utmost adherence to good tradecraft procedures. It has developed into one of our most productive sources of information on Cuban clandestine (cont'd)

SECTION E — CERTIFICATION AND COMMENTS

1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE	**OFFICIAL TITLE OF SUPERVISOR**	**TYPED OR PRINTED NAME AND SIGNATURE**
16 NOV 1974	LA/COG/OPS	Myron M. Kline

2. BY EMPLOYEE

STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE	DATE	SIGNATURE OF EMPLOYEE
HAVE ATTACHED / HAVE NOT ATTACHED	6 Nov 1974	[signature]

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I concur with the rating officer's comments and performance evaluation. Soon after his arrival at LA/COG, Mr. Flores took over the handling of a sensitive agent. While the agent's bona fides had already been established and his modus operandi determined, considerable ad hoc judgement and direction were required to continue the agent's motivation and ensure his viability. Mr. Flores did extremely well in his guidance of the agent in a series of complicated, extended meetings which took place in several LA countries. Good, professional tradecraft and sound judgement were exhibited by Mr. Flores.

As to his support of LA Station efforts against the Cuban target, (cont'd)

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
16 Nov 74	DC/LA/COG	Joseph Skura

4. BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT	DATE	SIGNATURE OF EMPLOYEE
	6 Nov 1974	[signature]

CLASSIFICATION

14-00000

FITNESS REPORT - Daniel Flores

SECTION D (CONTINUED)

activities in Latin America, due largely to Mr. Flores' professionalism.

Mr. Flores' current assignment is a combination of operational and Headquarters desk responsibilities, the latter calling for the support of field stations in their efforts to develop individual Cuban recruitment programs. His extended TDYs have understandably prevented Mr. Flores from devoting much time to his desk responsibilities and it is somewhat difficult to judge his performance as a desk officer. He has a good grasp of what needs to be done, and his handling of specific tasks indicates good managerial potential. Nevertheless, he does need additional desk experience, especially in areas which will allow him to use his operational ability to support and guide field stations that are developing Cuban operational programs.

COMMENTS BY REVIEWING OFFICIAL (CONTINUED)

this aspect of his performance was less noteworthy, and it is believed more attention and research could have been given to this activity. Mr. Flores writes concisely and well, and his CI/CE instincts are sharp and true. He can be expected to turn in a solid desk performance in the future.

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CONFIDENTIAL

FITNESS REPORT

NOTE: Supervisor or Reviewing Official may assign a higher classification if CONFIDENTIAL is not adequate for the report when completed.

SECTION A. GENERAL INFORMATION

1. EMPLOYEE NUMBER	2. NAME (last, first, middle)	3. DATE OF BIRTH	4. SEX	5. GRADE	6. SD
194737	Flores, Daniel	4 Aug 35	M	GS-12	D

7. OFFICIAL POSITION TITLE	8. OFF/DIV/BR OF ASSIGNMENT	9. CURRENT STATION
Ops Officer	DDO/WH/Br 3	Lima, Peru

10. TYPE OF APPOINTMENT: XX CAREER / CAREER PROVISIONAL / RESERVE / CONTRACT / SPECIAL / TEMPORARY

11. TYPE OF REPORT: ANNUAL / 21 MONTH / 30-MONTH / XX REASSIGNMENT / SPECIAL

12. REPORTING PERIOD (From to): 31 May 73-4 March 74

13. DATE REPORT DUE IN O.P.:

SECTION B PERFORMANCE EVALUATION

U—Unsatisfactory: Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

M—Marginal: Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.

P—Proficient: Performance is satisfactory. Desired results are being produced in the manner expected.

S—Strong: Performance is characterized by exceptional proficiency.

O—Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

Specific Duty	Rating Letter
SPECIFIC DUTY NO. 1: Station officer responsible for operations against the MPCHEEK target	S
SPECIFIC DUTY NO. 2: Direction of and support for an outside principal agent and the assets handled by this principal agent	S
SPECIFIC DUTY NO. 3: Case officer responsible for a unilateral surveillance team	S
SPECIFIC DUTY NO. 4	
SPECIFIC DUTY NO. 5	
SPECIFIC DUTY NO. 6	

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

Rating Letter: S

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OFFICE PERSONNEL CONFIDENTIAL

APR 7 12 03 PM '74

SECTION C — NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current [illegible] proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. [illegible] recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Subject's tour in Lima has been cut short by the serious illness of his daughter. As a result of this illness it was also necessary for him to spend the months of December and January on emergency leave in the United States, returning without his family in February in order to transfer his ops workload and pack out his personal effects for PCS transfer to Headquarters on 4 March.

Although the undersigned had the privilege of working with Subject only briefly, as rating officer he had the advantage of taking over handling of most of Subject's cases following the departure on emergency leave. Thus he was able to observe first hand and in detail the human material with which Subject had worked, the progress he had made in developing their access and capabilities, and the respect these agents had for him.

During the period covered by this report, Subject continued his pursuit of the MPCHEEK target as his primary operational responsibility. He developed and recruited a prominent member of the local MPCHEEK community who has good access to the MPCHEEK embassy and handled four other access agents. He also handled a unilateral surveillance team and the Station's press placement assets via a principal agent who in turn handled three sensitive assets.

(Continued)

SECTION D — CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE	SIGNATURE OF EMPLOYEE
4 Mar 74	/s/ Daniel Flores

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE	**OFFICIAL TITLE OF SUPERVISOR**	**TYPED OR PRINTED NAME AND SIGNATURE**
4 Mar 74	DCOS	/s/ Arthur T. Ladenburg

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

As the rater makes clear, Subject will be missed in Lima and we can only sympathize with the reasons why he must now leave. He was doing the Station a great deal of good and advancing his own career nicely as well. It is worth recalling that Subject presided here in Lima over what we understand is still a unique operational feat, a staged recruitment approach to an MPCHEEK official. Also, Subject was often used on a variety of operational tasks having little to do with his assigned targets because, in the

(Continued)

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
4 Mar 74	COS	/s/ Richard S. Welch

CONFIDENTIAL

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CONFIDENTIAL

Continuation of Narrative Comments

In carrying this heavy workload, Subject demonstrated that he is a superior agent handler. He succeeded in conveying to these people a sense of mission and participation which has kept their morale and motivation, and hence their production, at a high level. He also insisted upon work and security discipline, with a result that the record of these agents in prompt and reliable appearance for meetings and in responding in writing to requirements is extraordinarily good. They all have a clear idea of what is expected of them, confidence that performance will be rewarded and conversely that non-performance will not be tolerated. Just prior to his departure, Subject successfully terminated an entire surveillance team of long standing, a measure which was decided upon simply because the team had been heavily used for over five years and from a security standpoint replacement seemed to be in order. Letting old agents go is always a delicate and usually a thankless task. It takes finesse and bargaining skill. Subject showed these and more in divesting us of the team without a hitch.

During his last month in Lima, despite the fact that he was burdened with the problems of closing out his household and the normal operational and administrative cleanup prior to PCS departure, Subject made two very significant contributions to Station objectives. First, he coordinated with the Peruvian Government the official but necessarily discreet visit of a senior BKHERALD officer. Since the Station is not declared, Subject had to maintain his LNGOLD cover throughout, further complicating this delicate assignment. During the visit, he coordinated frequently with the head of the Peruvian National Intelligence Service and with the chief administrative aide of the President of Peru. He also participated directly in one meeting with the President. This was of course not the type of assignment which would normally be entrusted to a "junior officer", but Subject is junior only in relative grade, certainly not in maturity, self-assurance or judgment. Then with only three days left in Lima, Subject led an installation team which entered a building recently purchased by the MPCHEEKs, remained for almost 48 hours and made two apparently excellent audio installations.

The Station will miss Subject a great deal. As the above incidents demonstrate, when the tough or sensitive assignments came up, he was the officer we turned to most frequently. He never balks, argues inconvenience, or seeks the way out. He is cooperative, helpful, and in a low-key way is always effective. We hope he will not object to the term "old reliable" -- he has been that in Lima, and more.

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Continuation of Comments of Reviewing Officer

first instance he was bilingual and could fade into the Lima background. But he would not have been so regarded if he had not shown ample good sense, zeal, and balanced judgment in unfamiliar situations. We hope Subject can get overseas again within a reasonable time and consider that the Station that gets him will be fortunate.

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14-00000

CONFIDENTIAL

FITNESS REPORT	NOTE: Supervisor or Reviewing Official may assign a higher classification if CONFIDENTIAL is not adequate for the report when completed.

SECTION A. GENERAL INFORMATION

1. EMPLOYEE NUMBER	2. NAME (last, first, middle)	3. DATE OF BIRTH	4. SEX	5. GRADE	6. SD
036130	Flores, Daniel	4 Aug 35	M	GS11	D

7. OFFICIAL POSITION TITLE	8. OFF/DIV/BR OF ASSIGNMENT	9. CURRENT STATION
Operations Officer	DDO/WH/3	Lima, Peru

10. TYPE OF APPOINTMENT

X	CAREER		CAREER PROVISIONAL		RESERVE
	CONTRACT		SPECIAL*		TEMPORARY

11. TYPE OF REPORT

XX	ANNUAL		21 MONTH		30 MONTH		REASSIGNMENT		SPECIAL

12. REPORTING PERIOD (From-to-)	13. DATE REPORT DUE IN O.P.
1 July 1972-31 May 73	

SECTION B PERFORMANCE EVALUATION

- U—Unsatisfactory: Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.
- M—Marginal: Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.
- P—Proficient: Performance is satisfactory. Desired results are being produced in the manner expected.
- S—Strong: Performance is characterized by exceptional proficiency.
- O—Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

	RATING LETTER
SPECIFIC DUTY NO. 1 Station officer responsible for operations against the MPCHEEK target.	S
SPECIFIC DUTY NO. 2 Handler for sensitive unilateral penetration of the Revolutionary Government	O
SPECIFIC DUTY NO. 3 Supervise principal agent	S
SPECIFIC DUTY NO. 4 Miscellaneous operational support activity, including direction of a unilateral surveillance team.	S
SPECIFIC DUTY NO. 5	
SPECIFIC DUTY NO. 6	

OVERALL PERFORMANCE IN CURRENT POSITION

	RATING LETTER
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.	S

FORM 3-73 45N

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CONFIDENTIAL

SECTION C — **NARRATIVE COMMENTS**

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Following realignment of Station officer assignments last year, Subject was given the responsibility for operations against the MPCHEEK "hard target". He also assumed additional tasks in more traditional areas, such as coverage of the local government, penetration of the Communist Party, and press placement activity. The breadth of these operational commitments attests Subject's professional ability and versatility. (This would be a senior case officer's load by any description and Subject's performance at it was the reason behind our recommendation for accelerated promotion last year.)

Particularly against the difficult MPCHEEK target, this officer has displayed admirable determination despite the inherent frustrations and disappointments of working against this remote and suspicious group. During the period under review, his job has been the more difficult since the MPCHEEKS, in all probability reacting to a Station attempted recruitment operation (in which Subject played a major role), have withdrawn into a defensive shell which makes access operations verge on the impossible. Nevertheless, he has continued to probe their defenses, and has managed to develop two leads which, with the exercise of patience and application of his proven operational resources, could eventually give us access to the official MPCHEEK Mission here. This officer refuses to become discouraged, a quality officers working on hard targets must have.

Special mention is made of Subject's successful bid to make recontact and establish regular meetings with a valuable penetration of the revolutionary government. The agent had broken contact with his former handler in the belief that such action was dictated by his security situation. Our choice of Subject to attempt to recontact this asset was dictated by his experience in dealing with skittish Latins and our belief that Subject could bring it off with tact, reading the situation /CONTINUED/

SECTION D — **CERTIFICATION AND COMMENTS**

1. BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE	SIGNATURE OF EMPLOYEE
28 June 1973	/s/ Daniel Flores

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
20		
DATE	**OFFICIAL TITLE OF SUPERVISOR**	**TYPED OR PRINTED NAME AND SIGNATURE**
28 June 1973	Deputy Chief of Station	/s/ Thomas J. Keenan

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

As described, this officer is a steady and solid performer who carries a major case load securely, productively, and without complaint. He has even volunteered to take on additional work when he has seen opportunities to help the Station's overall mission. Because he blends in well on the local scene, he is often drafted for all kinds of ad hoc operational work. This is invariably well done. He is operationally aggressive but also shows lively awareness of the tricky operational climate here and does not push beyond what the traffic will bear. His agents respect his seriousness, which permits him to get more utility out of them. He is a pillar of this Station.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
2 July 1973	Chief of Station	/s/ Richard S. Welch

CONFIDENTIAL

Section C continued.....

as it developed, and make appropriate on-the-spot adjustments to control the asset's reactions. All this had to be accomplished with great regard to security because of the sensitive position occupied by the agent. Subject's performance has been effective and, given the operation's importance, can really be called outstanding. The agent is again a prime source on the radical sector of the government, which is crucial to developments locally.

Further, this officer continues to manage an outside principal agent who in turn handles leftists, Communist Party and press placement assets, so directing these efforts that they contribute effectively to overall Station objectives. More recently, Subject has taken over the unilateral deployment of a new audio operation targetted against a senior local Communist Party official and is carrying it through successfully. This officer also handles much of the support requirements for his various operations, including management of safehouse keepers, overseeing a small surveillance team, and acquisition of rental cars and property in alias. There is little doubt that some of Subject's success can be attributed to his Latin background and fluent Spanish. But both of these advantages might be wasted by a less capable all-round officer. In his case, they provide him with complementary skills that enhance his superior performance. In the view of the reporting officer, Subject carries more than his own share here in Lima in a manner normally calling for an officer of considerably more senior grade and experience.

14-00000

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 036130

SECTION A — GENERAL

1. NAME (Last) (First) (Middle)	Flores Daniel	2. DATE OF BIRTH: 4 Aug 1935	3. SEX: M	4. GRADE: GS-11	5. SD: D
6. OFFICIAL POSITION TITLE	Ops Officer	7. OFF/DIV/BR OF ASSIGNMENT: DDP/WH/3		8. CURRENT STATION: Lima	

9. CHECK (X) TYPE OF APPOINTMENT

X	CAREER	RESERVE	TEMPORARY
	CAREER-PROVISIONAL (See instructions - Section C)		
	SPECIAL (Specify):		

10. CHECK (X) TYPE OF REPORT

	INITIAL	REASSIGNMENT SUPERVISOR
XX	ANNUAL	REASSIGNMENT EMPLOYEE
	SPECIAL (Specify):	

11. DATE REPORT DUE IN O.P.: 31 August 1972

12. REPORTING PERIOD (From- to-): 24 September 1971 - 30 June 1972

SECTION B — PERFORMANCE EVALUATION

- **U-Unsatisfactory** — Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.
- **M-Marginal** — Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.
- **P-Proficient** — Performance is satisfactory. Desired results are being produced in the manner expected.
- **S-Strong** — Performance is characterized by exceptional proficiency.
- **O-Outstanding** — Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

Specific Duty	Rating Letter
SPECIFIC DUTY NO. 1: Direction of and administrative support for three outside principal agents whose efforts he directs against the Communist Party, extreme left and labor targets	S
SPECIFIC DUTY NO. 2: Coordinator of all Station operations against the left, including management of the project covering this activity.	S
SPECIFIC DUTY NO. 3: Case officer in charge of the Station's labor reporting assets.	P
SPECIFIC DUTY NO. 4	
SPECIFIC DUTY NO. 5	
SPECIFIC DUTY NO. 6	

EXEMPT FROM GENERAL DECLASSIFICATION SCHEDULE OF E.O. 11652 ... S 5B(1) (2) ... IMPDET

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER: S

FORM 45 OBSOLETE PREVIOUS EDITIONS

SECRET

SECTION C NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

In the period of this report, Subject established himself and his family at this post and undertook the direction of the Station's operations against the subversive left which had formerly been handled by an officer two grades senior to Subject. He has proved equal to the task. He learned his new assignment rapidly and adapted well to the handling of his cases through outside principal agents, a security requirement of the local scene which can be frustrating for an aggressive officer ~~with~~ fluent Spanish such as Subject. However, he has shown maturity and superior handling ability in directing his assets against the subversive left and particularly the Communist labor union. His intimate knowledge of the extreme left enabled him to plan secure contact with a "walk-in" to the Embassy who at first appeared genuine. After thoroughly debriefing this individual, drawing upon his knowledge of the extreme left, Subject was able to recommend no continuing contact with him due to specific fabrications on the part of the walk-in.

He is careful in management of funds entrusted to him for his operations and provides required administrative and operational reports in a timely manner. There have been past comments on Subject's weakness in writing. He has worked hard on this, and the rating officer feels that he is now competently producing the reports required. Subject understands that this is an area that requires continuing attention for a growing professional. /CONTINUED/

SECTION D CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE	SIGNATURE OF EMPLOYEE
15 August 1972	/s/ Daniel Flores

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
10		
DATE	**OFFICIAL TITLE OF SUPERVISOR**	**TYPED OR PRINTED NAME AND SIGNATURE**
15 August 1972	Deputy Chief of Station	/s/ Thomas J. Keenan

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

Subject has come up the hard way, both in pushing on to finish his education and in BKTRUST. As a result he is way under-graded for his maturity and for his operational contributions. That we have given Subject a major responsibility here (STPAGODA) attests to how much confidence we have in him and his ability. He is, of course, bi-lingual and mixes well with Latins, an advantage he uses well. A good "street" operator, he still has a way to go in organizing his paper work and in relating to Hqs needs.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
15 August 1972	Chief of Station	/s/ Richard S. Welch

14-00000

SECTION C continued.....

A comment must be made on Subject's great ability to adjust rapidly to one-time and target of opportunity assignments. His performance in meeting with two high level agents of other stations who had to be met during stays in Peru, and his on-site assistance in an audio operation against a priority target have been of the highest order. No doubt his fluent Spanish greatly assisted him in these tasks, but his experience and good judgment were major factors in his excellent performance in the role of utility operations officer.

To exploit Subject's talents to the fullest, and provide him with the professional challenge equal to his ability, he has now been assigned the management and handling of the difficult Chinese target, a top priority for the Station. This is a true measure of our confidence in him.

14-00000

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 036130

SECTION A — GENERAL

1. NAME (Last) (First) (Middle): Flores, Daniel	2. DATE OF BIRTH: 08/04/35	3. SEX: M	4. GRADE: GS-10 5. SD: D
6. OFFICIAL POSITION TITLE: Ops Officer	7. OFF/DIV/BR OF ASSIGNMENT: DDP/WH/3	8. CURRENT STATION: Hqs	
9. CHECK (X) TYPE OF APPOINTMENT: X CAREER; RESERVE; TEMPORARY; CAREER-PROVISIONAL (See instructions - Section C); SPECIAL (Specify):	10. CHECK (X) TYPE OF REPORT: INITIAL; X ANNUAL; SPECIAL (Specify); REASSIGNMENT SUPERVISOR; REASSIGNMENT EMPLOYEE		
11. DATE REPORT DUE IN O.P.: 31 October 1971	12. REPORTING PERIOD (From- to-): 1 May 1971 - 30 September 1971		

SECTION B — PERFORMANCE EVALUATION

U—Unsatisfactory: Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

M—Marginal: Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.

P—Proficient: Performance is satisfactory. Desired results are being produced in the manner expected.

S—Strong: Performance is characterized by exceptional proficiency.

O—Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY NO. 1	RATING LETTER
SPECIFIC DUTY NO. 2	RATING LETTER
SPECIFIC DUTY NO. 3	RATING LETTER
SPECIFIC DUTY NO. 4	RATING LETTER
SPECIFIC DUTY NO. 5	RATING LETTER
SPECIFIC DUTY NO. 6	RATING LETTER

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER

FORM 45 OBSOLETE PREVIOUS EDITIONS

SECRET

Reviewed by OP/SPD/PPB

14-00000

SECRET

(When Filled In)

SECTION C — **NARRATIVE COMMENTS**

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

AUG 17 2 19 PM '71

Mr. Daniel Flores completed his first tour in Guayaquil and departed the field on 28 May 1971. Following home leave, Mr. Flores returned to Headquarters in August for approximately two months training prior to his next assignment to Lima, Peru. This training included Weapons Familiarization and Defensive Driving, CA, China and Labor Ops, Communist Party, TSD briefings, and on-the-desk Reports Writing Familiarization.

Since Mr. Flores has been on leave or training status for most of this reporting period, no meaningful rating can be given.

SECTION D — **CERTIFICATION AND COMMENTS**

1. BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE	SIGNATURE OF EMPLOYEE

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
	employee in training	
DATE	**OFFICIAL TITLE OF SUPERVISOR**	**TYPED OR PRINTED NAME AND SIGNATURE**
16 August 1971	WH/Personnel Officer	John Ferguson

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE

SECRET

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 036130

SECTION A — GENERAL

1. NAME (Last) (First) (Middle)	Flores, Daniel	2. DATE OF BIRTH: 4 Aug 1935	3. SEX: M	4. GRADE: GS-10	5. SD: D
6. OFFICIAL POSITION TITLE	Ops Officer	7. OFF/DIV/BR OF ASSIGNMENT: DDP/WH/3		8. CURRENT STATION: Guayaquil	

9. CHECK (X) TYPE OF APPOINTMENT: XX CAREER | RESERVE | TEMPORARY | CAREER-PROVISIONAL (See Instructions - Section C) | SPECIAL (Specify):

10. CHECK (X) TYPE OF REPORT: INITIAL | REASSIGNMENT SUPERVISOR | ANNUAL | XX REASSIGNMENT EMPLOYEE | SPECIAL (Specify):

11. DATE REPORT DUE IN O.P.:

12. REPORTING PERIOD (From- to-): 1 October 1970/30 April 1971

SECTION B — PERFORMANCE EVALUATION

U–Unsatisfactory Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

M–Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.

P–Proficient Performance is satisfactory. Desired results are being produced in the manner expected.

S–Strong Performance is characterized by exceptional proficiency.

O–Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

Specific Duty	Rating Letter
SPECIFIC DUTY NO. 1: Case Officer responsible for a Base project targetted against the subversive left.	S
SPECIFIC DUTY NO. 2: Case Officer responsible for a sensitive technical operation including the selection of intelligence resulting from the operation.	O
SPECIFIC DUTY NO. 3: Development of new agent assets.	P
SPECIFIC DUTY NO. 4: Preparation of dispatches, intelligence reports and other correspondence pertinent to his area of responsibility.	P
SPECIFIC DUTY NO. 5:	
SPECIFIC DUTY NO. 6:	

OVERALL PERFORMANCE IN CURRENT POSITION

	Rating Letter
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.	S

Reviewed by OP/...

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SECRET

SECRET
(When Filled In)

SECTION C	NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

There has been little [illegible] Subject's performance since the submission of his last report covering the period through 30 September 1970.

The highpoint of his activities during this period, as it has been throughout his tour, has been his management of a sensitive technical operation which has been a consistent producer of unique and high level intelligence. This has been a good performance on Subject's part indicative of his professional capability to conduct clandestine operations.

Subject's writing ability has improved during this period, and there is little doubt that his efforts in this regard are paying off. Further experience should see continued improvement of his writing skills.

As Subject's first tour comes to a close he can look back on a generally strong performance in all phases of his operational activity on behalf of the Base's objectives.

SECTION D	CERTIFICATION AND COMMENTS	
1.	BY EMPLOYEE	
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE: 3 May 1971	SIGNATURE OF EMPLOYEE: /s/ Daniel Flores	
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION: 20	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE: 3 May 1971	OFFICIAL TITLE OF SUPERVISOR: COB, Guayaquil	TYPED OR PRINTED NAME AND SIGNATURE: /s/ Robert Fambrini
3.	BY REVIEWING OFFICIAL	

COMMENTS OF REVIEWING OFFICIAL

I concur in the ratings and remarks of the supervisor. During his first tour abroad, Subject has done very well in his main fields of activity. His outstanding attribute at the moment is his persistence not only in going after operational targets but also in improving himself. He has encountered some difficulty in presenting his ideas in written form but he has faced up to this problem and, as the rating officer notes, has made significant improvement.

(Continued)

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
17 May 71	COS, Quito	/s/ Paul V. Harwood

SECRET

Continuation of Comments by Reviewing Official

Subject has a clear-headed approach to the collection of intelligence and is realistic in evaluating potential sources. His fluency in the Spanish language has facilitated his movement in the local community and he has developed several potentially useful sources and identified others.

In considering this officer for promotion, two facts should be kept in mind:

a. He is probably older and certainly more mature than the average officer at his grade level. He is anxious to get ahead and this explains much of his initiative and drive.

b. The rating officer has rated him very realistically which, in my view, adds to the importance of the outstanding rating given him on Specific Duty No. 2.

C-O-N-F-I-D-E-N-T-I-A-L

TRAINING REPORT

Weapons Training/Defensive Driving Course No. 1/72 — 2-6 August 1971
Date

TRAINEE: **FLORES, Daniel** OFFICE: **WH**

PURPOSE AND SCOPE OF COURSE:

The course provides basic proficiency training in the use of weapons for self-defense and in the techniques of defensive driving to counter vehicular kidnaping for Agency officers being assigned to hostile or unstable political and operational environments abroad.

ACHIEVEMENT RECORD:

This is to certify that Mr. **Flores** has satisfactorily completed the prescribed course of instruction.

FOR THE DIRECTOR OF TRAINING:

Joseph M. Hudacek
JOSEPH M. HUDACEK
Chief, Special Activities Branch

9 August 1971
Date

C-O-N-F-I-D-E-N-T-I-A-L

Certification of Handgun Qualification

9 August 1971
Date

Mr. Frederick E. Owens and
(Instructor SAB Staff, OTG, ISOLATION)
Identity

Trainee FLORES, Daniel, WH
Identity

on 2-6 August, Mr. Flores was given 28 hours
date identity

instruction in firing techniques, weapon care and safe weapons handling procedures. Subsequently Mr. Flores (identity) fired the handgun qualification course with a Automatic (Cal.-9mm) / Revolver (Cal.38) (weapon) achieving a score of 258 / 261 out of a possible 300. Mr. Flores (identity) demonstrated that he had absorbed the instruction on safe weapon handling and that he exercises due care and discretion. Accordingly Mr. Flores (identity) is certified as qualified with the Automatic (Cal. - 9mm) / Revolver (Cal. - 38) (weapon) as of this date.

Signed

FREDERICK E. OWENS, SAB/OTG
Instructor Identity

Continuation of Narrative Comments

the target is good. The project is, however, in need of good human reporting assets and it is expected that as Subject overcomes a weakness mentioned in the next paragraph he will be able to devote more of his time to this important task.

The Subject has encountered some difficulty in the preparation of written material -- dispatches, intelligence reports -- and finds it necessary to spend an extended portion of his time on its preparation. The rater has discussed this with Subject on several occasions, and it is believed that his difficulty is due to a lack of experience, and that in time and with a continuing effort on his part he will develop his writing skills.

The Subject's overall attitude and response towards his professional responsibilities during the first tour have been positive. He is interested in the kind of work he is doing, likes it and is willing to put in the kind of long hours it sometimes demands without complaint.

Continuation of Comments of Reviewing Official

of the Base. He responds positively to guidance and direction; he is eager for new opportunities to enlarge his experience and knowledge. He appears to be completely motivated toward the work of this organization; it is a pleasure to have him in Guayaquil.

SECTION C — **NARRATIVE COMMENTS**

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

The period covered by this report encompasses the middle portion of the Subject's first tour as a Case Officer. His performance during this period has been balanced in that he has shown the kind of intelligence and maturity necessary to successfully carry out clandestine operational activity. He has also shown a weakness which he will need to overcome in order to achieve his full operating potential.

The Subject has turned in fine performance in the overall management of a very important and sensitive audio operation which has been under his care since the pre-installation phase. His sure and careful handling of all succeeding phases of this operation led to a secure, uncomplicated installation, the recruitment and training of support agents, and the dissemination of valuable intelligence information. Subject's natural fluency in the Spanish language has been especially useful in this operation. His handling of this installation has been of a high professional caliber throughout.

The Subject is also responsible for the management of a project targetted against the subversive left. His handling of this project has been good: he is a good agent handler; knows how to target his assets against objectives of most importance; and, his knowledge of

(Continued)

SECTION D — **CERTIFICATION AND COMMENTS**

1. BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE	SIGNATURE OF EMPLOYEE
30 Oct. 1970	/s/ Daniel Flores

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
30 Oct. 1970		Robert L. Fambrini /s/

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I agree with the ratings. This has been a good year for Subject, one which has given him a rather unusual opportunity to learn many facets of the work of this organization and one in which he has shown a very satisfactory level of accomplishment. Shortly after his arrival in Guayaquil he became, for a short time, the Acting Chief of Base, and through that period and the ensuing change in Base Chiefs, he showed a professional maturity we felt to be exceptional for a young officer on his first tour. He has worked hard and intensely for improvement in the quantity and quality of his operational production, and he has collaborated very effectively with the other officers

(Continued)

DATE	[illegible]	[illegible]
30 Oct. 1970	COB	John A. [illegible]

14-00000

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 036120

SECTION A — GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
Flores, Daniel	4 Aug 1935	M	GS-10	D

6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF ASSIGNMENT	8. CURRENT STATION
Ops Officer	DDP/WH/Branch 3	[illegible]

9. CHECK (X) TYPE OF APPOINTMENT

X	CAREER		RESERVE		TEMPORARY
	CAREER-PROVISIONAL (See instructions - Section C)				
	SPECIAL (Specify):				

10. CHECK (X) TYPE OF REPORT

	INITIAL		REASSIGNMENT SUPERVISOR
X	ANNUAL		REASSIGNMENT EMPLOYEE
	SPECIAL (Specify):		

11. DATE REPORT DUE IN O.P.:

12. REPORTING PERIOD (From- to-): 1 October 1969 - 30 September 1970

SECTION B — PERFORMANCE EVALUATION

U-Unsatisfactory — Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

M-Marginal — Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.

P-Proficient — Performance is satisfactory. Desired results are being produced in the manner expected.

S-Strong — Performance is characterized by exceptional proficiency.

O-Outstanding — Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY	RATING LETTER
SPECIFIC DUTY NO. 1: Case Officer responsible for Base project targetted against the subversive left	S
SPECIFIC DUTY NO. 2: Case Officer responsible for a sensitive audio operation including the selection of the intelligence resulting from the operation	S
SPECIFIC DUTY NO. 3: The development of new agent assets and operations	P
SPECIFIC DUTY NO. 4: Preparation of dispatches, intelligence reports and other correspondence pertinent to the operation in his area of responsibility	P
SPECIFIC DUTY NO. 5:	
SPECIFIC DUTY NO. 6:	

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER: S

SECRET

Section C   Narrative Comments, Cont'd

disciplined, effective manner enabling him to maintain a continuity and productivity within the Base operational requirements with security and dispatch.

Socially Subject and his wife are proving to be good mixers and both are gaining in popularity within the local foreign and indigenous communities. They both have gained the respect and appreciation of the complex not only as compatible personalities, but in her willingness to participate actively in joint charitable endeavors and his professional cooperative attitude. Their optimistic and positive conduct at official and non-official functions is a credit to the Base.

Subject's native fluency in Spanish and his Latin background is proving to be a definite asset in the performance of his assigned operational tasks and ability to handle agent assets amicably and productively.

He maintains accurate accounting records and is demonstrating responsible acute cost consciousness in the use of funds and properties.

This rater's principal criticism of this employee is his tendency toward impulsiveness and too-quick judgement before weighing all the facts and implications in the pursuit of his operational requirements; however, this weakness is more a function of his inexperience in the field and will be resolved as he gains more field experience.

Subject, although exhibiting resourcefulness and imagination in performing his assigned operational tasks also has a tendency to accept the judgement of other senior grade officers too readily rather than express his own convictions and trust in his own assessment of a situation.

This rater has conseled this Officer regarding these tendencies and he is taking measures to rectify them.

In judging his over all performance, this Rater is of the opinion if he continues to apply himself in handling tasks worthy of a senior grade officer, he should be considered for a promotion to the GS-10 level at the earliest opportunity.

RYBAT

14-00000

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 036130

SECTION A — GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
Flores, Daniel	8-4-35	M	GS-09	D

6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF ASSIGNMENT	8. CURRENT STATION
Ops Officer	DDP/WH/Br 3	Guayaquil

9. CHECK (X) TYPE OF APPOINTMENT		10. CHECK (X) TYPE OF REPORT	
CAREER	RESERVE	INITIAL	REASSIGNMENT SUPERVISOR
TEMPORARY		X ANNUAL	REASSIGNMENT EMPLOYEE
CAREER-PROVISIONAL (See instructions - Section C)		SPECIAL (Specify):	
SPECIAL (Specify):			

11. DATE REPORT DUE IN O.P.	12. REPORTING PERIOD (From- to-)
	13 May 1969 - 30 September 1969

SECTION B — PERFORMANCE EVALUATION

W - Weak: Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

A - Adequate: Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.

P - Proficient: Performance is more than satisfactory. Desired results are being produced in a proficient manner.

S - Strong: Performance is characterized by exceptional proficiency.

O - Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY	RATING LETTER
SPECIFIC DUTY NO. 1: Case Officer responsible for handling Base operations and assets targetted against hard- and soft-line communist activities in the coastal areas of Ecuador.	S
SPECIFIC DUTY NO. 2: Case Officer responsible for the handling of three sensitive audio operations. He is also responsible for the translations, processing, and dissemination of the relevant intelligence info.	S
SPECIFIC DUTY NO. 3: Case Officer of student assets targetted against the extreme leftist elements within student groups.	P
SPECIFIC DUTY NO. 4: Development of new contacts and operations, including following up operational leads and recruitment pitches.	P
SPECIFIC DUTY NO. 5: Case Officer responsible for writing his own intelligence disseminations prepared from information obtained from his agent assets.	P
SPECIFIC DUTY NO. 6: Drafts operational correspondence, Project Renewals, and Progress Reports.	S

OVERALL PERFORMANCE IN CURRENT POSITION

	RATING LETTER
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.	S

FORM 45 USE PREVIOUS EDITIONS SECRET

14-00000

SECRET
(When Filled In)

SECTION C — **NARRATIVE COMMENTS**

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

OCT 28 10 45 AM '69

This employee, a GS-09, arrived PCS at the Guayaquil Base on 13 May 1969 and has been under this Rater's supervision during this four and one-half month period. Guayaquil is his first overseas assignment with this Agency.

During this short reviewing period, this Officer has demonstrated a marked insight and knowledgeableness of the operations he has been assigned, and has provided a number of good ideas and suggestions for the betterment of these operations. Subject is proving to be a hard worker and has not complained of the many extra hours he has devoted to his operations. He has accepted responsibilities without hesitation and is not afraid to take on difficult tasks using initiative and ingenuity in their completion. This latter quality has been amply demonstrated when the Rater was unexpectedly confined to a hospital in the Panama Canal Zone for the full month of August 1969, leaving this employee solely responsible for the Base as the only inside Case Officer at the Base during this time. Rater's absence corresponded with a change in Case Officer PCS assignments at the Base, which left the Base temporarily depleted of Officers. During this period, Subject exhibited an ability and maturity expected of an officer of higher grade and greater field experience. He organized his increased workload in a

...Continued...

SECTION D — **CERTIFICATION AND COMMENTS**

1. **BY EMPLOYEE**

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE	SIGNATURE OF EMPLOYEE
2 October 1969	/s/ Daniel Flores

2. **BY SUPERVISOR**

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE	**OFFICIAL TITLE OF SUPERVISOR**	**TYPED OR PRINTED NAME AND SIGNATURE**
2 October 1969	Chief of Base	/s/ Neil Hinckley

3. **BY REVIEWING OFFICIAL**

COMMENTS OF REVIEWING OFFICIAL

This Officer has made a most impressive beginning in Guayaquil. He has in a few short months adapted to new tasks and a new environment with mature, if modest, assurance and a professional approach which speaks highly for the training and experience he has had. He has taken on, in the absence of the Chief of Base and other senior officers, responsibilities uncommon to an officer of his junior position, and he has handled them in a superior fashion. He and his wife have entered into their representational responsibilities with great enthusiasm and effectiveness, and I predict a most highly successful tour for him in Ecuador. Because he has shown a personal and professional competence beyond his grade level, it is strongly recommended that he be considered for promotion to GS-10 at the earliest opportunity.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
16 October 1969	Chief of Station	/s/ John S. Morgan

SECRET

14-00000

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 036130

SECTION A — GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
Flores Daniel	4 Aug 1935	M	GS-08	D

6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF ASSIGNMENT	8. CURRENT STATION
Ops Officer	DDP/WH/4	HQS

9. CHECK (X) TYPE OF APPOINTMENT

	CAREER		RESERVE		TEMPORARY
	CAREER-PROVISIONAL (See Instructions - Section C)				
	SPECIAL (Specify):				

10. CHECK (X) TYPE OF REPORT

	INITIAL		REASSIGNMENT SUPERVISOR
	ANNUAL	XX	REASSIGNMENT EMPLOYEE
	SPECIAL (Specify):		

11. DATE REPORT DUE IN O.P.	12. REPORTING PERIOD (From- to-)
	19 September 1968 - 30 April 1969

SECTION B — PERFORMANCE EVALUATION

W - Weak — Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

A - Adequate — Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.

P - Proficient — Performance is more than satisfactory. Desired results are being produced in a proficient manner.

S - Strong — Performance is characterized by exceptional proficiency.

O - Outstanding — Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

Specific Duty	Rating Letter
SPECIFIC DUTY NO. 1: Operations officer handling the Headquarters direction and support of FI projects and activities. DB10	S
SPECIFIC DUTY NO. 2: Preparation of operational correspondence, dispatches, cables and special memoranda.	P
SPECIFIC DUTY NO. 3: Coordination of operational matters with other components and desks.	P
SPECIFIC DUTY NO. 4:	
SPECIFIC DUTY NO. 5:	
SPECIFIC DUTY NO. 6: 13 MAY 1969	

OVERALL PERFORMANCE IN CURRENT POSITION

	Rating Letter
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.	P

FORM 4-68 45 USE PREVIOUS EDITIONS

SECRET

14-00000

SECRET
(When Filled In)

SECTION C — **NARRATIVE COMMENTS**

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Mr. Flores did a fine job while he was assigned to the Chile desk. He had responsibility for a variety of FI projects, including several complex and sensitive ones, which he ably handled. He had a full workload and in addition to his assigned responsibilities he was given FI assignments of every type as they arose. On one occasion he was sent on an operational trip to New York City where he was to contact, assess and support a target personality. Owing to circumstances beyond his control nothing went as expected but Mr. Flores, acting alone, improvised and adapted to the situation. This is indicative of the initiative and eagerness he displayed in his desk work. He was willing to learn and he accepted guidance and instruction to the letter. In addition Mr. Flores writes well and this is always an asset.

Mr. Flores is fluent in Spanish. It is my impression that if there is one thing that Mr. Flores wants to be that is a field case officer. He is now getting that chance. He will soon leave on an assignment to Ecuador. I have no doubt that he will do very well.

Mr. Flores did not have any managerial duties.

SECTION D — **CERTIFICATION AND COMMENTS**

1. **BY EMPLOYEE**

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE	SIGNATURE OF EMPLOYEE
April 28, 1969	[signature]

2. **BY SUPERVISOR**

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
5 months		
DATE	**OFFICIAL TITLE OF SUPERVISOR**	**TYPED OR PRINTED NAME AND SIGNATURE**
28 April 69	C/WH/4/Chile	[signature] Robert Wiecha

3. **BY REVIEWING OFFICIAL**

COMMENTS OF REVIEWING OFFICIAL

I concur in the above assessment.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
29 April 1969	Chief, WH/4	[signature] Raymond A. Warren

SECRET

[illegible]

1. NAME (LAST)	(FIRST)	(MIDDLE)	Grade	Employee Serial No.
FLORES,	Daniel		07	036130

2. DATE REPORT DUE IN OP	REPORTING PERIOD
30 November 1968	17 December 1967 - 31 October 1968

3. This Career Trainee has been engaged in courses of the Integrated Program with extension training in Clandestine Operations.

Detailed evaluations of his performance in each phase are contained in his Official Personnel Folder. Definition of the rating letter corresponds to that in Section B, Fitness Report Form 45 (4-6).

OVERALL PERFORMANCE IN INTEGRATED PROGRAM **Proficient**

4. COMMENTS AND PERTINENT OBSERVATIONS

Mr. Flores entered the CT Program on 11 December 1967, sponsored by DDP/WH Division. His work during formal training was characterized by determination, hard work, and a strong ambition to become a successful Clandestine Services operations officer. He responded well to supervision and guidance and experienced no difficulties in assimilating the principles and techniques covered by the instruction. In Operations Course Phase I, the key course for DDP case officers, he achieved an overall performance rating of HIGH PROFICIENT.

At the previous request of his Division Chief, Mr. Flores was, effective 10 October 1968, reassigned to DDP/WH Division.

27 NOV 1968

25 November 1968

John Gerry

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 036130

SECTION A — GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
FLORES, Daniel	4 Aug 35	M	GS-05	D

6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF ASSIGNMENT	8. CURRENT STATION
Intel Clerk	DDP/WH/COG	WASH., D.C.

9. CHECK (X) TYPE OF APPOINTMENT	10. CHECK (X) TYPE OF REPORT
CAREER / RESERVE / TEMPORARY	INITIAL / REASSIGNMENT SUPERVISOR
CAREER-PROVISIONAL (See Instructions - Section C)	ANNUAL / REASSIGNMENT EMPLOYEE
SPECIAL (Specify)	X SPECIAL (Specify) Recommendation for Promotion
11. DATE REPORT DUE IN O.P.	12. REPORTING PERIOD (From- to-) 1 February 1967-15 June 1967

SECTION B — PERFORMANCE EVALUATION

W - Weak: Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

A - Adequate: Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.

P - Proficient: Performance is more than satisfactory. Desired results are being produced in a proficient manner.

S - Strong: Performance is characterized by exceptional proficiency.

O - Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

Specific Duty	Rating Letter
SPECIFIC DUTY NO. 1: Performs intelligence operations support work in connection with Cuban CI operations in third countries. Assembles lead files, DES collates data on hand and additions information received in preparation for target analysis.	S
SPECIFIC DUTY NO. 2: Screens Cuban Spanish language publications for information of value in the branch counter espionage-counter intelligence records and for operational data. DE 31	S
SPECIFIC DUTY NO. 3: Conducts liaison between two contract agents and WH/COG/CICS and maintains the administrative records for these cases.	P
SPECIFIC DUTY NO. 4: Prepares translations from Spanish to English and English to Spanish of operational correspondence. DE 64	P
SPECIFIC DUTY NO. 5	
SPECIFIC DUTY NO. 6	

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER: S

FORM 45 USE PREVIOUS EDITIONS

SECRET

SECTION C NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Mr. Flores is a part-time staff employee who works a maximum of 19½ hours per week while attending university full-time. In August 1967 he will obtain his bachelor's degree in political science. He will revert to full-time employment upon finishing his university studies and will be recommended to the Office of Training for admission in the CT class beginning November 1967.

The limitations imposed by part-time employment have prevented us from assigning Mr. Flores to jobs within the branch such as the monitoring of active field cases which require close, daily attention. However, he is qualified for this type of duty. His performance in the duties described above is excellent. He accomplishes his tasks quietly and efficiently with a minimum of guidance from his supervisor. Because he is bi-lingual in Spanish and English he is of great use to the Branch in screening quickly and accurately materials which are of counter-intelligence interest.

Mr. Flores agency work background, coupled with his formal education about to be completed and his own desire to make a career in intelligence make him an extremely valuable employee, one in whom the Agency should not hesitate to invest time and money for the advancement of his career training.

SECTION D CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE	SIGNATURE OF EMPLOYEE
June 14, 1967	[signature]

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE	**OFFICIAL TITLE OF SUPERVISOR**	**TYPED OR PRINTED NAME AND SIGNATURE**
	DC/WH/COG/CICS	[signature] Carl Trottin

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I would rate Mr. Flores essentially the same as Mr. Trottin. I wish to stress that, although young and inexperienced in intelligence work at the present time, the potential is certainly there. After CT training Mr. Flores should be a fine, dedicated and competent officer.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
	C/WH/COG/CICS	[signature] Parry Mahoney

14-00000

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 036130

SECTION A — GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
Flores Daniel	4 Aug 35	M	GS-05	D

6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF ASSIGNMENT	8. CURRENT STATION
Intel Clerk	DDP/WH/COG	WASH., D.C.

9. CHECK (X) TYPE OF APPOINTMENT: CAREER / RESERVE / TEMPORARY / CAREER-PROVISIONAL (See instructions - Section C) / SPECIAL (Specify):

10. CHECK (X) TYPE OF REPORT: X INITIAL / REASSIGNMENT SUPERVISOR / ANNUAL / REASSIGNMENT EMPLOYEE / SPECIAL (Specify):

11. DATE REPORT DUE IN O.P.:

12. REPORTING PERIOD (From- to-): 1 April 66 - 31 Jan 67

SECTION B — PERFORMANCE EVALUATION

W - Weak: Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

A - Adequate: Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.

P - Proficient: Performance is more than satisfactory. Desired results are being produced in a proficient manner.

S - Strong: Performance is characterized by exceptional proficiency.

O - Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

Specific Duty	Rating Letter
SPECIFIC DUTY NO. 1: Conducts liaison between two contract agents and WH/COG/CICS	P
SPECIFIC DUTY NO. 2: Maintains files and handles administrative matters for these same two contract agents, including travel, housing, payments, etc.	P
SPECIFIC DUTY NO. 3: Prepares translations from Spanish to English and from English to Spanish	S
SPECIFIC DUTY NO. 4: Prepares material for input for the CUIS Madine Program	P
SPECIFIC DUTY NO. 5:	
SPECIFIC DUTY NO. 6:	

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER: P

1 FEB 1967

FORM 45 OBSOLETE PREVIOUS EDITIONS

SECRET

14-00000

SECRET
(When Filled In)

SECTION C NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

JAN 30 10 48 AM '67
MAIL ROOM

Mr. Flores has continued to perform at the same proficient level cited in his previous fitness report. The ratings and remarks appended to this report, accordingly, still remain applicable.

SECTION D CERTIFICATION AND COMMENTS

1.	BY EMPLOYEE	
	I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT	
DATE	SIGNATURE OF EMPLOYEE: /s/ [signature]	
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION: 5 months	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE: 26 January 67	OFFICIAL TITLE OF SUPERVISOR: Chief, WH/COG/CICS	TYPED OR PRINTED NAME AND SIGNATURE: Harry T. Mahoney
3.	BY REVIEWING OFFICIAL	

COMMENTS OF REVIEWING OFFICIAL

Mr. Flores turns in a good piece of finished work and has demonstrated increasing ability as a Case Officer. As soon as he graduates I plan to recommend him for CT training. I have discussed the matter with him and hepplans to make a career with the Agency which will be mutually advantageous to him and the Agency.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
30 Jan 67	Deputy Chief, WH/COG	Earl Williamson

SECRET

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 036130

SECTION A — GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
FLORES, Daniel	4 Aug 35	M	GS-05	D

6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF ASSIGNMENT	8. CURRENT STATION
Intelligence Asst.	DDP/WH/C	Washington D.C.

9. CHECK (X) TYPE OF APPOINTMENT: CAREER / RESERVE / TEMPORARY / CAREER-PROVISIONAL (See instructions - Section C) / SPECIAL (Specify)

10. CHECK (X) TYPE OF REPORT: INITIAL / ✓ ANNUAL / SPECIAL (Specify) / REASSIGNMENT SUPERVISOR / REASSIGNMENT EMPLOYEE

11. DATE REPORT DUE IN O.P.	12. REPORTING PERIOD (From- to-)
30 April 1966	1 April 65 - 31 March 66

SECTION B — PERFORMANCE EVALUATION

W - Weak: Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

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S - Strong: Performance is characterized by exceptional proficiency.

O - Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

Specific Duty	Rating Letter
SPECIFIC DUTY NO. 1: Conducts liaison between two contract agents and WH/COG/CICS	P
SPECIFIC DUTY NO. 2: Maintains files and handles administrative matters for these same two contract agents, including travel, housing, payments, etc.	P
SPECIFIC DUTY NO. 3: Prepares translations from Spanish to English and from English to Spanish	S
SPECIFIC DUTY NO. 4: Prepares material for input for the CUIS Machine Program	P
SPECIFIC DUTY NO. 5	
SPECIFIC DUTY NO. 6	

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER: P

FORM 45 USE PREVIOUS EDITIONS

SECRET

14-00000

SECRET

(When Filled In)

SECTION C — **NARRATIVE COMMENTS**

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Dec 2 11 30 PM '66

Mr. Flores is a part-time staff employee who works a minimum of nineteen hours per week; he is also a full time college student in his senior year, majoring in political science and specializing in Latin American studies. Subsequent comments should be prefaced by the statement that Mr. Flores' overall performance of his assigned duties would be considerably more efficient if he were able to devote full time to his assignment. On the other hand, Mr. Flores is preparing himself academically for a useful career with the Agency and in the rater's opinion shows promise of becoming a very capable and competent officer.

Mr. Flores is bilingual and has served very efficiently as a translator for the Branch. He has gained very valuable experience as a case officer in the handling of two contract agents of WH/COG/CICS and in doing so has demonstrated tact, sound judgment and a fine ability to handle people. Mr. Flores is very personable, intelligent and makes an excellent appearance. With the completion of his studies he should be able to make the transition from Intelligence Assistant to Junior Case Officer, which the rater heartily recommends.

SECTION D — **CERTIFICATION AND COMMENTS**

1. BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE	SIGNATURE OF EMPLOYEE
30 November 1966	[signature]

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
11 months		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
30 November 66	DC/WH/COG/CICS	John A. Castoro [signature]

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

Mr. Flores has worked closely under my direct supervision in the handling of the two contract employees listed under Specific Duty No. 1 and 2. I concur with the rating of Mr. Castoro and can only emphasize that I believe Mr. Flores will make a good Case Officer and I plan to recommend him for CT status as soon as he is able to be with us full time.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
30 Nov 1966	Chief, WH/COG/CICS	Harry T. Mahoney [signature]

SECRET

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER

SECTION A — GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
FLORES, Daniel	4 Aug 35	M	GS-05	D

6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF ASSIGNMENT	8. CURRENT STATION
Intel Clerk	DDP/WH/COG	WASH., D.C.

9. CHECK (X) TYPE OF APPOINTMENT: CAREER / RESERVE / TEMPORARY / CAREER-PROVISIONAL (See Instructions - Section C) / SPECIAL (Specify)

10. CHECK (X) TYPE OF REPORT: INITIAL / REASSIGNMENT SUPERVISOR / ANNUAL / REASSIGNMENT EMPLOYEE / X SPECIAL (Specify) Recommendation for Promotion

11. DATE REPORT DUE IN O.P.:

12. REPORTING PERIOD (From- to-): 1 February 1967-15 June 1967

SECTION B — PERFORMANCE EVALUATION

W - Weak: Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

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SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

Specific Duty	Rating Letter
SPECIFIC DUTY NO. 1: Performs intelligence operations support work in connection with Cuban CI operations in third countries. Assembles lead files, collates data on hand and additions information received in preparation for target analysis.	S
SPECIFIC DUTY NO. 2: Screens Cuban Spanish language publications for information of value in the branch counter-espionage-counter intelligence records and for operational data.	S
SPECIFIC DUTY NO. 3: Conducts liaison between two contract agents and WH/COG/CICS and maintains the administrative records for these cases.	P
SPECIFIC DUTY NO. 4: Prepares translations from Spanish to English and English to Spanish of operational correspondence.	P
SPECIFIC DUTY NO. 5:	
SPECIFIC DUTY NO. 6:	

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER: S

FORM 4-60 45 USE PREVIOUS EDITIONS

SECRET

SECRET
(When Filled In)

SECTION C NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Mr. Floros is a part-time staff employee who works a maximum of 19½ hours per week while attending university full-time. In August 1967 he will obtain his bachelor's degree in political science. He will revert to full-time employment upon finishing his university studies and will be recommended to the Office of Training for admission in the CT class beginning November 1967.

The limitations imposed by part-time employment have prevented us from assigning Mr. Flores to jobs within the branch such as the monitoring of active field cases which require close, daily attention. However, he is qualified for this type of duty. His performance in the duties described above is excellent. He accomplishes his tasks quietly and efficiently with a minimum of guidance from his supervisor. Because he is bi-lingual in Spanish and English he is of great use to the Branch in screening quickly and accurately materials which are of counter-intelligence interest.

Mr. Flores agency work background, coupled with his formal education about to be completed and his own desire to make a career in intelligence make him an extremely valuable employee, one in whom the Agency should not hesitate to invest time and money for the advancement of his career training.

SECTION D CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE	SIGNATURE OF EMPLOYEE
June 14, 1967	[signature]

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
	DC/WH/COG/CICS	[signature] Carl Trettin

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I would rate Mr. Flores essentially the same as Mr. Trettin, I wish to stress that, although young and inexperienced in intelligence work at the present time, the potential is certainly there. After CT training Mr. Flores should be a fine, dedicated and competent officer.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
	C/WH/COG/CICS	[signature] Harry Mahoney

SECRET

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 036130

SECTION A — GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
FLORES, Daniel	4 Aug 35	M	GS-05	D

6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF ASSIGNMENT	8. CURRENT STATION
Intelligence Asst.	DDP/SAS	Washington D.C.

9. CHECK (X) TYPE OF APPOINTMENT	10. CHECK (X) TYPE OF REPORT
CAREER / RESERVE / TEMPORARY	INITIAL / X REASSIGNMENT SUPERVISOR
CAREER-PROVISIONAL (See Instructions - Section C)	X ANNUAL / REASSIGNMENT EMPLOYEE
SPECIAL (Specify):	SPECIAL (Specify):

11. DATE REPORT DUE IN O.P.	12. REPORTING PERIOD (From- to-)
30 April 1965	1 January 1964 - 31 March 1965

SECTION B — PERFORMANCE EVALUATION

W - Weak: Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

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P - Proficient: Performance is more than satisfactory. Desired results are being produced in a proficient manner.

S - Strong: Performance is characterized by exceptional proficiency.

O - Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

Specific Duty	Rating Letter
SPECIFIC DUTY NO. 1: Served as interpreter for WH/SA counterintelligence operations officers and Office of Communications officers in training and briefing agents being prepared for dispatch to denied area (Cuba). DE62	S
SPECIFIC DUTY NO. 2: Assisted in the debriefing of a Cuban intelligence service defector. DE32	P
SPECIFIC DUTY NO. 3: Translated and participated in the preparation of agent S/W messages, cover letters, and OWVL messages. DE63	P
SPECIFIC DUTY NO. 4: Performed traces and research relating to counterintelligence operations and activities. DC30	S
SPECIFIC DUTY NO. 5	
SPECIFIC DUTY NO. 6	

OVERALL PERFORMANCE IN CURRENT POSITION

	Rating Letter
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.	S

13 APR 1965

FORM 4-64 45 OBSOLETE PREVIOUS EDITIONS.

SECRET

14-00000

SECRET
(When Filled In)

SECTION C	NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

Mr. Flores was a particularly useful and versatile employee in the WH/SA counterintelligence operations unit. Although he had no operational training or previous operational experience, he learned rapidly and performed well the operational support type duties assigned to him. His fluent knowledge of the Spanish language, his willingness to learn and perform tedious tasks, and his conscientious approach to his work were important factors in his performance. His previous assignments in the RI Division and in WH/SA as a translator and in conducting name traces gave him a good background.

With respect to specific duty #3, on two separate operations in New York City Mr. Flores participated in the training and preparation of agents for dispatch to Cuba. In the first operation he interpreted for training in S/W, OWVL, W/T (medium speed) and related subjects. The second operation involved OWVL only. This experience enable Mr. Flores to perform duties (specific duty #3.) relating to communications with agents in Cuba.

Mr. Flores plans to continue his university education and attain a degree. Arrangements have been completed so that he may work in the Agency on a part time basis beginning in January 1965. He will attend classes at a local university as a full time student.

Mr. Flores was promoted from GS-04 to GS-05 on 16 March 1964. He has been performing duties at the GS-06 level, and he should be promoted.

(see page two)

SECTION D	CERTIFICATION AND COMMENTS
1.	BY EMPLOYEE
	I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT
DATE: 6 April 1965	SIGNATURE OF EMPLOYEE: [signature]
2.	BY SUPERVISOR
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION: 15 months	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
DATE: 6 April 1965	OFFICIAL TITLE OF SUPERVISOR: C/WH/SA/CI Ops (WH/C/RR/OS) — TYPED OR PRINTED NAME AND SIGNATURE: Richard Tansing
3.	BY REVIEWING OFFICIAL
COMMENTS OF REVIEWING OFFICIAL	Concur.
DATE: 4-2-65	OFFICIAL TITLE OF REVIEWING OFFICIAL: C WH SA CI (WH C SP) — TYPED OR PRINTED NAME AND SIGNATURE: Harold F. Swenson

SECRET

Mr. Flores is cost conscious and effective in the use of space, equipment and funds.

Mr. Flores does not hold a supervisory position.

14-00000

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 036130

SECTION A — GENERAL

1. NAME (Last)	(First)	(Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
FLORES	Daniel		4 Aug. 1935	Male	GS-4	D

6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF ASSIGNMENT	8. CURRENT STATION
Translator	DDP/S.A.S.	Washington, D.C.

9. CHECK (X) TYPE OF APPOINTMENT: CAREER / RESERVE / TEMPORARY / CAREER-PROVISIONAL (See instructions - Section C) / SPECIAL (Specify):

10. CHECK (X) TYPE OF REPORT: INITIAL / REASSIGNMENT SUPERVISOR / ANNUAL / REASSIGNMENT EMPLOYEE / X SPECIAL (Specify): Promotion Recommendation

11. DATE REPORT DUE IN O.P.

12. REPORTING PERIOD (From- to-): 10 June 1963 to 6 December 1963

SECTION B — PERFORMANCE EVALUATION

W - Weak: Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

A - Adequate: Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.

P - Proficient: Performance is more than satisfactory. Desired results are being produced in a proficient manner.

S - Strong: Performance is characterized by exceptional proficiency.

O - Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

Specific Duty	Rating Letter
SPECIFIC DUTY NO. 1: Translates material from Spanish to English and vice-versa. Translates agent messages.	S
SPECIFIC DUTY NO. 2: Performs name traces, analyses, extracts and summarizes obtained information.	P
SPECIFIC DUTY NO. 3: Prepares and initiates requests for operational clearances.	P
SPECIFIC DUTY NO. 4: Writes and prepares dispatches, cables and memoranda.	A
SPECIFIC DUTY NO. 5	
SPECIFIC DUTY NO. 6	

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER: P

30 DEC 1963

FORM 45 — USE PREVIOUS EDITIONS

SECRET

SECRET
(When Filled In)

SECTION C — **NARRATIVE COMMENTS**

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

Mr. Flores entered on duty with Special Affairs Staff in June 1963. Due to his proficiency in Spanish he was assigned to translating duties and immediately proved to be an invaluable asset to this office as well as to the Staff as a whole. He worked many late hours and weekends helping to facilitate the flow of translations from this office to the different components within SAS. His performance of these duties can best be characterized as "exceptional" in all degrees.

Mr. Flores expressed a desire to move into a position of greater responsibility and this request was readily granted approximately one month ago. He is currently being trained as an intelligence assistant in Ops Support functions and his performance to date has been excellent. In his new duties Mr. Flores requires very little supervision. This can be attributed in part to his degree of intelligence as well as the background he obtained for his present duties while assigned to his previous job in RID/INDEX. Mr. Flores spent approximately one year in his former job and the knowledge he brought with him relating to name tracing procedures has enabled him to grasp the duties of his new position quite rapidly.

As a means of furthering his education Mr. Flores is attending American University at night. He has expressed a desire to obtain some agency training and would like very much to be enrolled in the Intelligence Orientation Course as soon as possible.

Mr. Flores entered the agency as a GS-4 in March 1962. It is strongly recommended that he be promoted at the earliest possible date to a GS-5.

SECTION D — **CERTIFICATION AND COMMENTS**

1. BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE	SIGNATURE OF EMPLOYEE
17 Dec 1963	Daniel Flores [signature]

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
6 Months		
DATE	**OFFICIAL TITLE OF SUPERVISOR**	**TYPED OR PRINTED NAME AND SIGNATURE**
17 Dec 1963	CHIEF, SAS/ICS	JOSEPH A. HOUGHAN [signature]

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I agree with the assessment of the supervisor, concur in his decision to move Mr. Flores into a position of greater responsibility, and I support the recommendation that Mr. Flores be promoted.

Attached is a formal recommendation.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
19 Dec 63	CHIEF, SAS/INTEL	JOHN K. KING [signature]

SECRET

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 036130

SECTION A — GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
FLORES Daniel	1935	M	GS-4	D

6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF ASSIGNMENT	8. CURRENT STATION
File Clerk	OPSER/RID/RB/IN	Hdqrs.

9. CHECK (X) TYPE OF APPOINTMENT		10. CHECK (X) TYPE OF REPORT	
	CAREER		INITIAL
	RESERVE		REASSIGNMENT SUPERVISOR
	TEMPORARY	XX	ANNUAL
XX	CAREER-PROVISIONAL (See instructions - Section C)		REASSIGNMENT EMPLOYEE
	SPECIAL (Specify):		SPECIAL (Specify):

11. DATE REPORT DUE IN O.P.	12. REPORTING PERIOD (From- to-)
30 April 1963	13 December 1962 - 31 March 1963

SECTION B — PERFORMANCE EVALUATION

- W - Weak: Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.
- A - Adequate: Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.
- P - Proficient: Performance is more than satisfactory. Desired results are being produced in a proficient manner.
- S - Strong: Performance is characterized by exceptional proficiency.
- O - Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY	RATING LETTER
SPECIFIC DUTY NO. 1: Conducts name traces in the Main Index of the Records Integration Division.	S
SPECIFIC DUTY NO. 2: Fulfills daily and weekly maintenance duties required of all name checkers; e.g., filing, auditing and refiling.	P
SPECIFIC DUTY NO. 3	
SPECIFIC DUTY NO. 4	
SPECIFIC DUTY NO. 5	
SPECIFIC DUTY NO. 6	

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER: S

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SECRET

14-00000

SECRET
(When Filled In)

SECTION C — **NARRATIVE COMMENTS**

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

APR 23 4 13 PM '63

MAIL ROOM

During this reporting period, Mr. Flores continued to conduct himself in the exceptionally proficient manner which was noted in his last Fitness Report. He is one of two name tracers who specialize in a particular area, a fact which tends to increase the difficulty as well as the responsibility of name tracing. In spite of this burden, Mr. Flores has consistently maintained an above average level of production and an exceptionally high quality in his finished products.

Mr. Flores is a conscientious and highly motivated employee who evidences a sound sense of responsibility. He has frequently voiced a desire to take advantage of any career opportunities the Agency may offer to him. He is currently enrolled as a full-time student at the American University.

SECTION D — **CERTIFICATION AND COMMENTS**

1. BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE	SIGNATURE OF EMPLOYEE
10 April 1963	[signature]

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
10 months		
DATE	**OFFICIAL TITLE OF SUPERVISOR**	**TYPED OR PRINTED NAME AND SIGNATURE**
10 April 1963	Deputy Chief, RID/EI (H/S)	[signature] JAMES J. BALEY, Jr.

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
[illegible]	Chief, RID/Index	[signature] AUDREY L. POSEY

SECRET

14-00000

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 036130

SECTION A — GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
FLORES, Daniel	4 Aug 1935	M	GS-4	D

6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF ASSIGNMENT	8. CURRENT STATION
File Clerk	OPSER/RID/RB	Hdqrs.

9. CHECK (X) TYPE OF APPOINTMENT		10. CHECK (X) TYPE OF REPORT	
CAREER	RESERVE / TEMPORARY	X INITIAL	REASSIGNMENT SUPERVISOR
XX CAREER-PROVISIONAL (See instructions - Section C)		ANNUAL	REASSIGNMENT EMPLOYEE
SPECIAL (Specify):		SPECIAL (Specify):	

11. DATE REPORT DUE IN O.P.	12. REPORTING PERIOD (From- to-)
12 January 1963	12 March 1962 - 12 December 1962

SECTION B — PERFORMANCE EVALUATION

W - Weak: Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

A - Adequate: Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.

P - Proficient: Performance is more than satisfactory. Desired results are being produced in a proficient manner.

S - Strong: Performance is characterized by exceptional proficiency.

O - Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

Specific Duty	Rating Letter
SPECIFIC DUTY NO. 1: Performs name traces of personal and impersonal subjects in the RI/Index.	S
SPECIFIC DUTY NO. 2: Fulfills daily and weekly requirements of maintenance duties; e.g., filing, purging, auditing, and screening of index cards.	P
SPECIFIC DUTY NO. 3	
SPECIFIC DUTY NO. 4	
SPECIFIC DUTY NO. 5	
SPECIFIC DUTY NO. 6	

OVERALL PERFORMANCE IN CURRENT POSITION

	Rating Letter
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.	P

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SECTION C	NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

From the outset Mr. Flores has shown many characteristics of an above-average employee. His initial training in the intricacies of his duty assignment was marked by a high degree of application, interest, and achievement. Since that time Mr. Flores has proven himself a conscientious and responsible employee, one whose work record is distinguished by a high calibre of quality and quantity.

Because of his fine record, Mr. Flores was chosen one of the three area specialists for this section. He specializes in the Spanish-Portuguese area and his work is characterized by exceptional proficiency.

At present Mr. Flores is registered at American University as a sophomore. Inasmuch as he has exhibited both potentiality and strong working habits, I recommend that Mr. Flores be given the Professional Battery Test at the earliest opportunity.

SECTION D	CERTIFICATION AND COMMENTS	
1.	BY EMPLOYEE	
	I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT	
DATE 3 January 1963	SIGNATURE OF EMPLOYEE Daniel Flores	
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 7 months	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 3 January 1963	OFFICIAL TITLE OF SUPERVISOR Deputy Chief, RID/IN (N/S)	TYPED OR PRINTED NAME AND SIGNATURE JAMES J. RALEY, Jr.
3.	BY REVIEWING OFFICIAL	
COMMENTS OF REVIEWING OFFICIAL I fully concur in the above evaluation.		
DATE 3 January 1963	OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, RID/Index	TYPED OR PRINTED NAME AND SIGNATURE AUBREY L. HOSEY

SECRET

14-00000

SECRET
(When Filled In)

TRAINING EVALUATION--CLERICAL INDUCTION

SECTION I — IDENTIFYING INFORMATION

NAME OF STUDENT	SEX	DATES OF ATTENDANCE
FLORES, Daniel	M	19-23 March 1962 (FULL / PART)

DATE OF BIRTH	EOD DATE	TITLE AND GRADE
4 August 1935	12 March 1962	File Clerk GS-4

SECTION II — CHARACTERISTICS OF THE COURSE

Each course subject is taught daily for a 5-day period. Students who do not meet Agency standards in shorthand and/or typewriting within this 5-day period receive further instruction in an attempt to meet the established qualifications. The second week of geography instruction is given to students who have not been assigned to their positions. It is possible that not all students will be assigned to every course subject.

SECTION III — OBJECTIVES

To meet the typewriting criterion based on the scale on the reverse of this page. (For qualification, students must meet this requirement once.)
To take dictation at 80 words a minute for 3 minutes and to transcribe with 5 or fewer errors in not more than 20 minutes. (For qualification, students must meet this requirement once.)
To recognize errors in grammar and in punctuation and capitalization.
To study the politics and the geography of countries of Europe and Asia. (These continents are covered in alternate weeks.)
To receive instruction in typing of reproduction masters, making erasures, caring for the typewriter, and utilizing typing shortcuts.
To become familiar with the system of filing as outlined in the Agency's "Handbook for Subject Filing."

SECTION IV — QUALIFICATION IN SKILLS

COURSE PERFORMANCE				QUALIFIED IN COURSE	QUALIFIED AT EOD	NOT QUALIFIED
TYPEWRITING	WPM 44	ERRORS 15	NET 29			X
SHORTHAND	WPM	ERRORS				

SECTION V — RATINGS

Agency samplings of students' ratings indicate the percentage distribution as noted below. This trainee's rating is marked by the asterisk.

SUBJECT	POOR	FAIR	SATISFACTORY	EXCELLENT
GRAMMAR	4%	16% *	51%	27%
PUNCTUATION AND CAPITALIZATION	20% *	27%	41%	12%

EXCELLENT - - - thorough knowledge of material presented and above-average performance in meeting course goals.
SATISFACTORY - - average knowledge of material presented and adequate performance in meeting course goals.
FAIR - - - - - - borderline knowledge of material presented and limited performance in meeting course goals.
POOR - - - - - - inadequate knowledge of material presented and unsatisfactory performance in meeting course goals.

SECTION VI — FAMILIARIZATION LECTURES

X GEOGRAPHY OF EUROPE | GEOGRAPHY OF ASIA | X AGENCY FILING SYSTEM | X OFFICE PRACTICE

SECTION VII — COMMENTS

This student was assigned to the class in typewriting at his own request. Because it is not necessary for an individual whose job title is File Clerk to meet Agency standards in typewriting, he was released from training when his final processing was completed.

CONTINUE COMMENTS ON REVERSE SIDE [ ]

FOR THE DIRECTOR OF TRAINING: — SIGNATURE OF CHIEF, CLERICAL INDUCTION TRAINING: MARY J. MEEK (signature)

FORM 321 OBSOLETE PREVIOUS EDITIONS.

SECRET

GROSS WORDS	ERRORS	NET WORDS	GROSS WORDS	ERRORS	NET WORDS
45	5	40	63	14	49
46	6	40	64	14	50
47	6	41	65	15	50
48	7	41	66	15	51
49	7	42	67	16	51
50	7	43	68	16	52
51	8	43	69	16	53
52	9	43	70	16	54
53	9	44	71	17	54
54	9	45	72	18	54
55	10	45	73	18	55
56	10	46	74	19	55
57	10	47	75	19	56
58	10	48	76	20	56
59	11	48	77	20	57
60	12	48	78	20	58
61	12	49	79	21	58
62	13	49	80	21	59

This scale conforms to that used by the Civil Service Commission. The number of errors indicated after the gross is the maximum permissible for that specific number of gross words typed; i.e., an individual who types 60 words per minute would be allowed no more than 12 errors in a 10-minute typewriting test.

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REPORT OF TEST RESULTS (CLERICAL SKILLS)

NAME	TITLE AND GRADE	DATE OF BIRTH
FLORES, Daniel (NMI)	File Clerk GS-4	4 August 1935
DATE: 14 March 1962	PERSONNEL OFFICER - IAS	

AGENCY STANDARDS

TYPEWRITING — The typewriting criterion is based on the scale on the reverse of this page.

SHORTHAND — Dictation at 80 words a minute for three minutes and the transcription of the dictated material with five or fewer errors in not more than twenty minutes.

EXAMINEE'S RATINGS

TYPEWRITING: WAM 43 Errors 14 Net 29 Qualified: Yes_____ No X

SHORTHAND: WAM _____ Errors _____ Qualified: Yes_____ No_____

REMARKS: Training in typewriting recommended if he so desires. It is not necessary for his job title.

MARY J. MERK
CHIEF, CLERICAL INDUCTION TRAINING

SECRET

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THIS INFORMATION IS FOR AUTHORIZED PERSONS ONLY. TEST SCORES ARE NOT TO BE REVEALED TO EXAMINEE.

OFFICE OF TRAINING, ASSESSMENT AND EVALUATION STAFF
EVALUATION OF TEST RESULTS (CLERICAL)

DATE: 15 March 1962

NAME: FLORES, Daniel ([illegible])

GRADE AND POSITION: GS-[illegible] File Clerk

PERSONNEL OFFICER: [illegible]

TEST RESULTS ARE AN INTEGRAL PART OF THE FACT FINDING PHASE OF MOST PERSONNEL OPERATIONS. EVALUATION OF THESE MEASUREMENTS IN RELATION TO OTHER FACTUAL MATERIAL IN THE PERSONNEL RECORD PROVIDES ONE OF THE BASES FOR THE SELECTION AND PLACEMENT OF APPLICANTS AND FOR COUNSELING WITH NEW EMPLOYEES. HOWEVER, THE DECISION AS TO WHETHER AN INDIVIDUAL CAN AND WILL PERFORM THE DUTIES OF A SPECIFIC JOB MUST REST ON THE JUDGMENT OF THE RECRUITER OR PLACEMENT OFFICER, WHO CONSIDERS ALL ASPECTS OF THE INDIVIDUAL'S ABILITY, BACKGROUND, AND PERSONALITY IN RELATION TO THE REQUIREMENTS OF THE AGENCY.

THIS REPORT EVALUATES THE SUBJECT'S PERFORMANCE BY COMPARING HIS SCORES WITH THOSE OF A NATIONWIDE GROUP OF TWELFTH GRADE STUDENTS OF THE SAME SEX. SPECIFIC APTITUDES ARE IDENTIFIED BY USING A VARIETY OF TESTS RANGING FROM WORK SAMPLES OF FILING AND CHECKING TO MEASURES OF REASONING ABILITY. IN EVALUATING THESE TEST SCORES FOUR GENERAL CONCEPTS SHOULD BE KEPT IN MIND: (1) TESTS ARE MORE EFFECTIVE IN SCREENING OUT POTENTIAL FAILURES THAN IN IDENTIFYING THOSE WHO WILL PERFORM SUCCESSFULLY. (2) PERSONS WHOSE SCORES ARE PREDOMINANTLY IN THE LOWEST 15% ORDINARILY ARE NOT SUITED FOR OFFICE WORK. (3) MOST JOBS DO NOT REQUIRE HIGH SCORES ON ALL TESTS, BUT HAVE A RANGE WITHIN WHICH PEOPLE CAN DO THE WORK EFFECTIVELY AND TEND TO REMAIN ON THE JOB. (4) EFFICIENCY IN PLACEMENT NECESSITATES MATCHING THE JOB AND THE INDIVIDUAL; BOTH THOSE WHO ARE OVERQUALIFIED AND THOSE WHO ARE UNDERQUALIFIED ARE LIKELY TO QUIT.

A DESCRIPTION OF THE SIX TESTS IN THE BATTERY IS GIVEN ON THE BACK OF THIS FORM. IN CASES WHERE THE PATTERN OF THE TEST SCORES APPEARS TO INDICATE APTITUDE IN PARTICULAR AREAS THIS WILL BE NOTED IN THE REMARKS SECTION. WHERE RESEARCH STUDIES HAVE BEEN CONDUCTED ON THE RELATIONSHIP OF THE TESTS TO JOB PERFORMANCE THESE COMMENTS WILL RELATE TO SPECIFIC JOBS. THIS SECTION MAY ALSO INCLUDE A BRIEF ANALYSIS OF THE INDIVIDUAL'S POTENTIAL IN RELATION TO HIS INTERESTS AND BACKGROUND.

CONSULTATION OR FURTHER INFORMATION REGARDING INTERPRETATION OF TEST SCORES IS AVAILABLE BY CALLING EXTENSION 8017.

NAME OF TEST	VERY LOW		LOW		AVERAGE		HIGH		VERY HIGH	
	2%	5%	8%	15%	19%	19%	15%	8%	5%	2%
CLERICAL SPEED AND ACCURACY							✓			
SPELLING							✓			
SENTENCES					✓					
NUMERICAL ABILITY						✓				
ABSTRACT REASONING						✓				
VERBAL REASONING					✓					

REMARKS:

Mr. Flores should be referred for P&TB, preferably while he is still in the IAS.

DESCRIPTIONS OF ABOVE TESTS ARE GIVEN ON REVERSE SIDE OF THIS REPORT

14-00000

CONFIDENTIAL (When Filled In) A-11A

CERTIFICATION OF LANGUAGE PROFICIENCY IN Spanish A

DATE PREPARED: 4-1-80

SSN	NAME (Last-First-MI)	UNDERCOVER	DATE OF BIRTH YEAR	MONTH	DAY	GRADE	DIVISION
460 42 6230	Flores, Daniel	☐	35	8	14	13	LA

TYPE CHANGE	LANG CODE	READING*	SPEAKING*	UNDERSTANDING*	DATE TESTED YR MO DA	TYPE TEST
C	BL18	+	5	5	80 2 20	N

*SEE BACK FOR PROFICIENCY LEVEL DEFINITIONS

REMARKS: Outside Test.

CERQUAL SYSTEM
Updated
APR 4 1980
By.......

CERTIFICATION OF PROFICIENCY:
[signature]
CHIEF OF TESTING/LS

TEST NUMBER: 42001

FORM 10-79 1273 OBSOLETE PREVIOUS EDITIONS

CONFIDENTIAL

RVW 20 YRS FR DATE PREPARED
DRV ... BY ...

(10-49)

PART 1 - INFO SYS. BR.

SECRET

FIELD REASSIGNMENT QUESTIONNAIRE

DO NOT COMPLETE — FOR HEADQUARTERS USE ONLY

NAME OF EMPLOYEE	DATE	NAME OF SUPERVISOR	DATE
Daniel Flores	22May79	Lawrence Sternfield	22May79

DATE RECEIVED AT HEADQUARTERS	DISPATCH NUMBER	DATE RECEIVED BY CAREER SERVICE	HOME BASE COMPONENT
5 June 1979	HMMT-14447		LA

DATE OF BIRTH	SERVICE DESIGNATION	CURRENT POSITION AND GRADE	STATION OR BASE	CURRENT COVER
4 Aug 35	DQG	Ops Officer, GS-13	Mexico City	

TO BE COMPLETED BY EMPLOYEE

1a. DATE OF PCS ARRIVAL IN FIELD	1b. REQUESTED DATE OF DEPARTURE	1c. EXPECTED DATE OF FIRST CHECK-IN AT HQ	1d. DESIRED DATE TO REPORT TO DUTY AFTER LEAVE
February 1978	Operations Officer GS-13	SEE 6A	SEE 6A

2. NUMBER AND AGES OF DEPENDENTS WHO WILL TRAVEL WITH YOU

Spouse - 43
Daughter - 5

3. PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING NEXT ASSIGNMENT

Child's schooling

4. LIST YOUR MAJOR DUTIES DURING CURRENT TOUR (see special note on transmittal form).

Liaison Officer in charge of an 18-man unit.

5. TRAINING DESIRED
INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS

Training in a third language.
Additional management training offered either by the Agency or by a private institution. Consideration for an appointment to a War College.

SECRET

As noted in 6B below, my first choice for my next assignment is that of Chief of Base in Barcelona, Spain, or Chief of Base in Latin America. I have served three tours overseas and a four-year tour at Headquarters in Cuban Operations. In the past ten years I have gained experience in technical operation, operations related to the priority and hard targets and, prior to my assignment to Mexico City, as supervisor of one of the four branches in Cuban Operations. In Mexico City my responsibilities consist of the supervision and administration of an 18-man unit composed of Mexican nationals which I manage and direct operationally in coordination with the Government of Mexico. I have been in Mexico City fifteen months.

Should the Chief of Base position in Barcelona become available in the summer of 1980 or 1981 and this job is offered to me, I would be

6B. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE FOR NEXT REGULAR ASSIGNMENT. COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES, EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR TOUR. *Please see 6A

☐ EXTEND TOUR 4-16 MONTHS AT CURRENT STATION TO depending on next assignment.

☐ BE ASSIGNED TO HQS FOR A TOUR OF DUTY. INDICATE YOUR CHOICE OF DIVISION, STAFF OR OFFICE. 1ST CHOICE War College 2ND CHOICE Management Program 3RD CHOICE Headquarters Tour

☐ BE ASSIGNED TO ANOTHER FIELD STATION. INDICATE CONCENTRATION AREA OR SPECIALIZATION. 1ST CHOICE Barcelona 2ND CHOICE COB Latin Am 3RD CHOICE Washington, D.C.

☐ RETURN TO MY CURRENT STATION.

PREPARE UPDATING OF PERSONAL SECURITY INFORMATION IN ACCORDANCE WITH DOI-F 240-8 AND FORWARD UNDER SEPARATE COVER. INDICATE DATE FORWARDED OR TO BE FORWARDED.

TO BE COMPLETED BY FIELD STATION

7. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR NEXT ASSIGNMENT, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.

Based upon Subject's experience both prior to and during his current tour, his requests for assignment as stated by him are very reasonable. I fully endorse his requests.

TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE

8. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.

DATE ______ TITLE ______ SIGNATURE ______

FOR USE BY CAREER SERVICE

9. APPROVED ASSIGNMENT

10. EMPLOYEE NOTIFIED BY: ______ DATED ______

CABLE NO. ______ DATED ______

CAREER SERVICE REPRESENTATIVE ______ DATE ______

SECRET

6A Continued. . .

amenable to an extension in Mexico City for a period of 12 to 16 months depending on the timing of the assignment. If I were to be assigned to a country where an additional language is needed, time for language training should be taken into consideration.

In the event that a position as Chief of Base does not become available within the next year or two, my second choice is to be considered for a War College either for calendar year 1980 or 1981. This would enable me to more fully participate in the Agency's rotational program and would provide me with a higher level of training needed for career mobility in the Agency.

My third choice is to be considered as a candidate for the Agency's management program at one of the participating Universities in the United States with the intention of accepting a field assignment immediately after the termination of this training. I am prepared to make all the necessary arrangements toward this end (i.e., applying for admission, etc.) provided a list of Universities is furnished to me.

As noted above, I am willing to remain in Mexico City through the summer of 1981 if my first choice is approved. In the event that my first choice cannot be granted I would be available to return to the United States in the summer of 1980 to prepare for my second or third choice. Should my second or third choice not be granted, I would prefer to return to the United States for an assignment in Washington.

C 10

ADMINISTRATIVE
Internal Use Only

REPORT OF SERVICE ABROAD

TO:
Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO. 1-6	NAME LAST (Print) 7-24	FIRST	MIDDLE
036130	Flores	Daniel	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	ARRIVAL O/S DAY 27-28	ARRIVAL O/S YEAR 29-30	DEPARTURE O/S MONTH 31-32	DEPARTURE O/S DAY 33-34	DEPARTURE O/S YEAR 35-36	TYPE OF DATA: 1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION — CODE 37	O/P USE ONLY 38	39	COUNTRY	CODE 40-42
02	15	78				1			Mexico	450

TDY DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	ARRIVAL O/S DAY 27-28	ARRIVAL O/S YEAR 29-30	DEPARTURE O/S MONTH 31-32	DEPARTURE O/S DAY 33-34	DEPARTURE O/S YEAR 35-36	TYPE OF DATA: 2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION — CODE 37	O/P USE ONLY 38	39	AREA(S)	CODE 40-42

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

	TRAVEL VOUCHER		DISPATCH
X	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO.: IN 0326885

DOCUMENT DATE-PERIOD: 2/15/78

REMARKS

PREPARED BY	REPORT ANNOTATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
OCO		
C & L DIVISION, CTRD.	DATE	SIGNATURE
X C & T DIVISION	2/23/78	[signature]

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

FORM 1451a

ADMINISTRATIVE-Internal Use Only

(4-10)

[illegible]

CONFIDENTIAL
(When Filled In)

NOTE TO OUTGOING PCS TRAVELERS

Central Processing Branch has been charged with responsibility for ensuring that all employees processing PCS to the field have reviewed the field version of the Employee Conduct Handbook. You will not be checked out for your proposed travel until you sign the following statement and return it to CPB. Your Personnel Officer can provide you with a copy of the Handbook.

M E M O R A N D U M   O F   U N D E R S T A N D I N G

I hereby acknowledge that I have read and understand the contents of Field Handbook 20-4, Employee Conduct, dated 9 July 1970.

DANIEL FLORES
NAME
(Please Print)

[signature]
SIGNATURE

Jan 30, 1978
DATE (4)

FORM 5-74 3661 CONFIDENTIAL E 2, IMPDET CL. BY: 007622

CONFIDENTIAL
(When Filled In)

NOTE TO OUTGOING PCS TRAVELERS

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M E M O R A N D U M   O F   U N D E R S T A N D I N G

I hereby acknowledge that I have read and understand the contents of Field Handbook 20-4, Employee Conduct, dated 9 July 1970.

Daniel Flores
NAME
(Please Print)

[signature]
SIGNATURE

14 Nov. 1977
DATE (4)

FORM 5-74 3661 CONFIDENTIAL E 2, IMPDET CL. BY 007622

SECRET
(When Filled In)

SERVICE ABROAD AGREEMENT

I. GENERAL

IT IS UNDERSTOOD THAT YOU AGREE TO SERVE THE PERIOD OF SERVICE ABROAD PRESCRIBED IN SECTION II BELOW AND THAT THE GOVERNMENT IS OBLIGATED TO RETURN YOU, YOUR DEPENDENTS AND YOUR HOUSEHOLD AND PERSONAL EFFECTS UPON THE SATISFACTORY COMPLETION OF THIS PERIOD. YOUR ALLOWABLE EXPENSES WILL BE DETERMINED IN ACCORDANCE WITH AGENCY REGULATIONS.

IF YOU TERMINATE YOUR PERMANENT ASSIGNMENT OUTSIDE THE CONTINENTAL UNITED STATES BEFORE YOU COMPLETE 12 MONTHS OF CREDITABLE SERVICE FOLLOWING THE DATE OF YOUR ARRIVAL ABROAD, YOU WILL BE REQUIRED TO REIMBURSE THE GOVERNMENT FOR ALL EXPENSES IT INCURS IN THE TRAVEL AND TRANSPORTATION OF YOU, YOUR DEPENDENTS, YOUR HOUSEHOLD AND PERSONAL EFFECTS TO YOUR POST. IF YOU FAIL TO COMPLETE YOUR PRESCRIBED TOUR OF DUTY ABROAD YOU WILL NOT BE ENTITLED TO THE RETURN TRAVEL AND TRANSPORTATION OF YOURSELF, YOUR DEPENDENTS AND YOUR HOUSEHOLD AND PERSONAL EFFECTS TO THE UNITED STATES. IF, HOWEVER, AGENCY OFFICIALS DETERMINE THAT YOUR EARLY DEPARTURE IS NECESSARY FOR OFFICIAL REASONS, OR FOR PERSONAL REASONS OF SIGNIFICANT INTEREST TO THE GOVERNMENT, THEY MAY WAIVE THE REIMBURSEMENT OF EXPENSES ALREADY INCURRED, OR AUTHORIZE YOUR RETURN TRAVEL AND TRANSPORTATION, WHICHEVER IS APPLICABLE.

IF ELIGIBLE UNDER THE TERMS OF HR 20-30, YOU WILL BE GRANTED HOME LEAVE AS SOON AS IT CAN BE ARRANGED AT GOVERNMENT CONVENIENCE AFTER COMPLETION OF YOUR PRESCRIBED TOUR OF DUTY, PROVIDED YOU HAVE SERVED AT LEAST 18 MONTHS OF CONTINUOUS CREDITABLE SERVICE OUTSIDE THE UNITED STATES. HOME LEAVE AND HOME LEAVE TRAVEL ARE CONTINGENT UPON YOUR WILLINGNESS TO RETURN, AND CONTEMPLATION BY AGENCY OFFICIALS THAT YOU WILL RETURN TO SERVICE OUTSIDE THE UNITED STATES IMMEDIATELY AFTER HOME LEAVE OR UPON COMPLETION OF AN ASSIGNMENT IN THE UNITED STATES.

YOU ARE ADVISED THAT ANY MONIES DUE YOU FROM THE GOVERNMENT MAY BE APPLIED IN LIQUIDATION OF ANY INDEBTEDNESS ARISING FROM VIOLATION OF THIS AGREEMENT. YOU WILL BE AFFORDED ALL NORMAL RECOURSE IN APPEALING DECISIONS MADE PURSUANT TO THIS AGREEMENT.

NAME OF EMPLOYEE	SD
Daniel Flores	D

II. TOUR OF DUTY ABROAD

1. NAME OF POST OF ASSIGNMENT
Mexico City

2. PERIOD OF SERVICE ABROAD AS PRESCRIBED IN A, B, OR C BELOW

A. STANDARD TOUR OF DUTY OF 24 MONTHS XX

B. NONSTANDARD TOUR OF DUTY OF ________ MONTHS PREVIOUSLY APPROVED PER HR 20-10.

OPERATING OFFICIAL
J. Halpin CIA/PERS

C. NONSTANDARD TOUR OF DUTY OF ________ MONTHS FOR THIS TOUR ONLY FOR THE EMPLOYEE SIGNING THIS AGREEMENT. (See HR 20-10)

REQUESTED (Memo attached)
OPERATING OFFICIAL

CONCUR
CAREER SERVICE | DEPUTY DIRECTOR

APPROVED
DIRECTOR OF PERSONNEL

III. PERMANENT PLACE OF RESIDENCE

3. YOUR "PERMANENT PLACE OF RESIDENCE" IS A PLACE TO WHICH ALLOWABLE TRAVEL AND TRANSPORTATION EXPENSES MAY BE AUTHORIZED IN CERTAIN CIRCUMSTANCES PURSUANT TO HR 22. [illegible] PERSONNEL FOLDER.

4. IN REQUESTING YOUR PERMANENT PLACE OF RESIDENCE IN ITEM 3 [illegible]

SECRET
(When Filled In)

5. PHYSICAL DWELLING PLACE (Permanent Place of Residence unless address in item 6 is approved in lieu thereof)	6. OTHER PLACE REQUESTED (Requested Permanent Place of Residence if different from item 5)
FULL ADDRESS 8151 LARKIN LANE VIENNA, VIRGINIA 22180	FULL ADDRESS

CONCUR	
DEPUTY DIRECTOR	DATE

APPROVED		APPROVED	
DEPUTY DIRECTOR	DATE	DIRECTOR OF PERSONNEL	DATE
[signature]	1/9/78		

IV. HOME LEAVE POINT

7. AMONG THE PLACES YOU MAY REQUEST AS A HOME LEAVE POINT ARE: YOUR PERMANENT PLACE OF RESIDENCE SHOWN ABOVE, HEADQUARTERS AREA, AND WHERE YOUR CHILDREN, PARENTS, PARENTS-IN-LAW, BROTHERS, SISTERS, BROTHERS-IN-LAW, OR SISTERS-IN-LAW RESIDE.

8. YOU MAY REQUEST FOR APPROVAL SOME OTHER POINT SUBJECT TO THE PROVISIONS OF HR 20-30B(3)(C). THE REQUEST MUST BE ACCOMPANIED BY A MEMORANDUM EXPLAINING THE CIRCUMSTANCES.

9. DESIGNATION PER ITEM 7 ABOVE	10. DESIGNATION PER ITEM 8 ABOVE.
FULL ADDRESS PORTLAND, OREGON	FULL ADDRESS
RELATIONSHIP OF RELATIVE AT HOME LEAVE POINT IN-LAWS	CONCUR: DEPUTY DIRECTOR / DATE

APPROVED		APPROVED	
DEPUTY DIRECTOR	DATE	DIRECTOR OF PERSONNEL	DATE
[signature]	1/9/78		

EMPLOYEE CERTIFICATION

I have read and understand my service obligations and travel entitlements as described in this agreement.

SIGNATURE OF EMPLOYEE	DATE
[signature]	[illegible] 1977

SECRET

14-00000

SECRET
(When Filled In)

REPORT OF SERVICE ABROAD

TO:
Office of Personnel, Transactions and Records Branch, Status Section

SERIAL NO.	NAME		
	LAST	FIRST	MIDDLE
1-6	(Print)	7-24	
036130	FLORES	DANIEL	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. '58. REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA		O/P USE ONLY		COUNTRY	
MONTH	DAY	YEAR	MONTH	DAY	YEAR	1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	CODE				CODE
25-26	27-28	29-30	31-32	33-34	35-36		37	38	39		40-42

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA		O/P USE ONLY		AREA(S)	
MONTH	DAY	YEAR	MONTH	DAY	YEAR	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	CODE				CODE
25-26	27-28	29-30	31-32	33-34	35-36		37	38	39		40-42
03	08	77	03	11	77		2			CANADA	120

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

X	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO. LA 10-77

DOCUMENT DATE/PERIOD 3/8 - 3/11/77

REMARKS

PREPARED BY
[ ] OPS
X [illegible] DIVISION [illegible]
[ ] [illegible] DIVISION

REPORT [illegible] ON [illegible] DOCUMENT

DATE 3/11/77

ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED

SIGNATURE [signature]

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

FORM 1981a [illegible]

SECRET

10-101

14-00000

ADMINISTRATIVE
Internal Use Only

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO. (1-6)	NAME — LAST (Print)	FIRST (7-24)	MIDDLE
036130	FLORES	DANIEL	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 96, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA: 1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	CODE 37	O/P USE ONLY 38	39	COUNTRY	CODE 40-42

TDY DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA: 2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	CODE 37	O/P USE ONLY 38	39	AREA(S)	CODE 40-42
02	04	77	02	06	77		2			WESTERN HEMISPHERE	811

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

✓	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO. LA 10-77

DOCUMENT DATE/PERIOD 2/3 - 2/6/77

REMARKS

PREPARED BY:
- OEO
- ✓ D & S DIVISION, STAFF.
- I & S DIVISION

REPORT ANNOTATED ON CONTROL DOCUMENT

DATE 2/8/77

ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED

SIGNATURE [signature]

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

FORM 1451a ADMINISTRATIVE-Internal Use Only 10-101

ADMINISTRATIVE
Internal Use Only

REPORT OF SERVICE ABROAD

TO:
Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO. 1-6	NAME LAST (Print)	FIRST 7-24	MIDDLE
036130	FLORES	DANIEL	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA: 1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	CODE 37	O/P USE ONLY 38	39	COUNTRY	CODE 40-42

TDY DATES OF SERVICE

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04	12	77	04	15	77		2			CANADA	120

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

✓	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO. LA 10-77
DOCUMENT DATE/PERIOD 4/12-4/15/77

REMARKS

PREPARED BY		ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
✓ ...	X REPORT ANNOTATED ON CONTROL DOCUMENT	
... DIVISION, ETC.	DATE 7/11/77	SIGNATURE [signature]
... DIVISION		

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

14-00000

CONFIDENTIAL
(When Filled In)

RESIDENCE AND DEPENDENCY REPORT

AN ORIGINAL OF THIS FORM WILL BE EXECUTED BY EACH EMPLOYEE AT THE TIME OF HIS APPOINTMENT AND WHEN A CHANGE OCCURS IN THE INFORMATION SHOWN BELOW. ITEMS OF CHANGE MAY BE REPORTED IN THE APPROPRIATE BLOCKS WITHOUT COMPLETING THE REMAINDER OF THE FORM EXCEPT THE EMPLOYEE'S SIGNATURE AND DATE. WHEN EXECUTING ITEM 4 ALSO COMPLY WITH HHB 20-7 PERSONNEL EMERGENCY AND LOCATOR RECORDS. THIS FORM WILL BE COMPLETED ONLY BY HEADQUARTERS PERSONNEL AND NOT SENT TO THE FIELD. FORM WILL BE FILED IN THE EMPLOYEE'S OFFICIAL PERSONNEL FOLDER.

GENERAL

NAME OF EMPLOYEE (Last) (First) (Middle)

Flores Daniol

1. MARITAL STATUS (Check one)

[ ] SINGLE [X] MARRIED [ ] SEPARATED [ ] DIVORCED [ ] WIDOWED [ ] ANNULLED

IF MARRIED, PLACE OF MARRIAGE: Lima, Peru

DATE OF MARRIAGE: ~~18~~ Nov 1960

IF DIVORCED, PLACE OF DIVORCE DECREE: N/A

DATE OF DECREE:

2. MEMBERS OF FAMILY

NAME OF SPOUSE	ADDRESS (No., Street, City, State, Zip Code)	TELEPHONE NO.	
Dorothy A. Flores	8151 Larkin La. Vienna, Va. 22180	573-0797	
NAMES OF CHILDREN	**ADDRESS**	**SEX**	**DATE OF BIRTH**
Zola Marie Flores	8151 Larkin La. Vienna, Va. 22180	F	15 Mar 74

NAME OF FATHER (or male guardian)	ADDRESS	TELEPHONE NO.
Jose S. Flores	Box 39 Gonzales, Texas 78629	512-672-6061
NAME OF MOTHER, INCLUDING MAIDEN NAME (or female guardian)	**ADDRESS**	**TELEPHONE NO.**
N/A		

WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY.

None

3. OTHER RELATIVES WHO ARE DEPENDENT UPON ME FOR AT LEAST 51% OF THEIR SUPPORT AND MEET OTHER REQUIREMENTS IN TRAVEL REGULATIONS (HR 22-15). SPECIFY NAMES AND RELATIONSHIPS.

NAME	DATE OF BIRTH	RELATIONSHIP
N/A		

4. PERSON RESIDING IN U.S. TO BE NOTIFIED IN CASE OF EMERGENCY

NAME (Mr., Mrs., Miss) (Last-First-Middle): Mr. Vicente Patlan

RELATIONSHIP: Brother-in-law

HOME ADDRESS (No., Street, City, State, Zip Code) AND NAME OF EMPLOYER, IF APPLICABLE: 627 S. River St., Seguin, Texas 78155

HOME TELEPHONE NUMBER: 512-379-1087

BUSINESS ADDRESS (No., Street, City, State, Zip Code) AND NAME OF EMPLOYER, IF APPLICABLE: Seguin School District

BUSINESS TELEPHONE & EXTENSION:

IS THE INDIVIDUAL NAMED ABOVE WITTING OF YOUR AGENCY AFFILIATION? (If "No" give name and address of organization he believes you work for.)

Department of State

YES [ ] NO [X]

IS THE INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF IN THE EVENT YOU ARE INCAPABLE? (If "No" give name and address of person, if any, who can make such decisions in case of emergency.)

Dorothy A. Flores - 8151 Larkin Lane, Vienna, Va. 22180

YES [ ] NO [X]

DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE? (If answer is "No" explain why in item 6.)

YES [X] NO [ ]

The persons named in item 2 or 3 above may also be notified in case of emergency. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE IN ITEM 6 ON THE REVERSE SIDE OF THIS FORM.

FORM 11-73 61 [illegible]

CONFIDENTIAL

E2 IMPDET CL BY 007622 (4)

CONFIDENTIAL
(When Filled In)

5. VOLUNTARY ENTRIES

Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.

INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.

Riggs National Bank Joint account: Daniel and/or Dorothy a Flores

ARE YOU A MEMBER OF THE NORTHWEST FEDERAL CREDIT UNION? [X] YES [ ] NO

IF YES, DO YOU HAVE A JOINT ACCOUNT? [X] YES [ ] NO

HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? [X] YES [ ] NO. (If "Yes" where is document located?)

At home. New is being prepared.

HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS?

[X] YES [ ] NO. (If "Yes" give name(s) and address) Mr. and Mrs. Raymond Arnett

HAVE YOU EXECUTED A POWER OF ATTORNEY? [ ] YES [X] NO. (If "Yes", who possess the power of attorney?)

6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS

7. RESIDENCE DATA - TO BE COMPLETED ONLY BY EMPLOYEES ENTERING ON DUTY
(No Approval Required)

RESIDENCE WHEN EMPLOYED (Full Address)	PERMANENT PLACE OF RESIDENCE AS DEFINED IN HR 22-3 (Full Address)

8. CHANGE IN PERMANENT PLACE OF RESIDENCE (See HR 22-3)
(To Be Completed by Employee Desiring Such Change While Assigned to Headquarters)

FULL ADDRESS	DEPUTY DIRECTOR OR DESIGNEE	DATE
	DIRECTOR OF PERSONNEL (when applicable per HR 22-3)	DATE

SIGNED AT	DATE	SIGNATURE
Quail St	Dec 30 1977	

CONFIDENTIAL

SECRET
(When Filled In)

REPORT OF SERVICE ABROAD

TO:
Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO. 1-6	NAME LAST (Print)	FIRST 7-24	MIDDLE
026130	FLORES	DANIEL	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OPI NO. 58 REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA: 1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	CODE 37	O/P USE ONLY 38	39	COUNTRY	CODE 40-42

TDY DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA: 2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	CODE 37	O/P USE ONLY 38	39	AREA(S)	CODE 40-42
12	14	77	12	15	77		2			CANADA	120

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

X	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD

REMARKS

PREPARED BY		REPORT ANNOTATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
	OFO		
X	C & L DIVISION, CTBO.	DATE 2/1/78	SIGNATURE [signature]
	C & T DIVISION		

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

FORM 4-71 1451a OBSOLETE PREVIOUS EDITIONS SECRET (4-10)

14-00000

ADMINISTRATIVE
Internal Use Only

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO. 1-6	NAME LAST (Print)	FIRST 7-24	MIDDLE
036130	FLORES	DANIEL	

INSTRUCTIONS

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PCS DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	ARRIVAL O/S DAY 27-28	ARRIVAL O/S YEAR 29-30	DEPARTURE O/S MONTH 31-32	DEPARTURE O/S DAY 33-34	DEPARTURE O/S YEAR 35-36	TYPE OF DATA: 1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	CODE 37	O/P USE ONLY 38	39	COUNTRY	CODE 40-42

TDY DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	ARRIVAL O/S DAY 27-28	ARRIVAL O/S YEAR 29-30	DEPARTURE O/S MONTH 31-32	DEPARTURE O/S DAY 33-34	DEPARTURE O/S YEAR 35-36	TYPE OF DATA: 2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	CODE 37	O/P USE ONLY 38	39	AREA(S)	CODE 40-42
01	16	78	01	19	78		2			WESTERN H.	311

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

X	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO.

DOCUMENT DATE/PERIOD

REMARKS

PREPARED BY	REPORT ANNOTATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
DCO		
X C & L DIVISION, CTRD.	DATE 2/6/78	SIGNATURE [signature]
C & T DIVISION		

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

ADMINISTRATIVE
Internal Use Only

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO. 1-6	NAME LAST (Print) 7-24	FIRST	MIDDLE
026130	FLORES	DANIEL	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA: 1 - PCS (Basic), 3 - CORRECTION, 5 - CANCELLATION	CODE 37	O/P USE ONLY 38	39	COUNTRY	CODE 40-42

TDY DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA: 2 - TDY (Basic), 4 - CORRECTION, 6 - CANCELLATION	CODE 37	O/P USE ONLY 38	39	AREA(S)	CODE 40-42
10	28	77	11	03	77		2			WESTERN HEMISPHERE	81

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

X	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO. | DOCUMENT DATE/PERIOD

REMARKS

PREPARED BY	REPORT ANNOTATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
OCO		
X C & L DIVISION CTRD.	DATE 1/23/78	SIGNATURE Janet G. Farr
C & T DIVISION		

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

FORM 1451a
ADMINISTRATIVE-Internal Use Only

ADMINISTRATIVE
Internal Use Only

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO. (1-6)	NAME: LAST (Print)	FIRST (7-24)	MIDDLE
026130	Flores	Daniel	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA: 1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	CODE 37	O/P USE ONLY 38	39	COUNTRY	CODE 40-42

TDY DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA: 2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	CODE 37	O/P USE ONLY 38	39	AREA(S)	CODE 40-42
10	17	77	10	20	77		2			Canada	120

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

✓	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO.

DOCUMENT DATE/PERIOD: 16 Dec 77

REMARKS

PREPARED BY

ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED

DATE: 20 Dec

SIGNATURE: [illegible signature]

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

CONFIDENTIAL

SE TRAINING REPORT	SOVIET/EAST EUROPEAN OPERATIONS COURSE		
STUDENT Flores, Daniel		YEAR OF BIRTH 1935	GRADE GS-12
EOD DATE March 1962	OFFICE LA	SERVICE DESIGNATION D	COURSE DATES 7 - 15 November 1977

COURSE OBJECTIVES

To orient the student on the special nature of the Directorate of Operation's Soviet/East European target and to examine the application of clandestine methods for collecting information on assessing and preparing recruitment operations against Soviet/East European personalities.

ACHIEVEMENT RECORD

This is a certificate of attendance. No evaluation is made of individual performance in the course.

[signature]
SE Training Officer

FORM 9-77 3687 OBSOLETE PREVIOUS EDITIONS

CONFIDENTIAL

E-2, IMPDET CL. BY. 059524 (04-45)

CONFIDENTIAL

OFFICE OF TECHNICAL SERVICES

BEHAVIORAL ACTIVITIES BRANCH

HUMAN ELEMENTS IN OPERATIONAL TARGETING

1. This certifies that Daniel Flores - LA has completed five days of training in the course, Human Elements in Operational Targeting.

2. Primary goals of the course are to familiarize Agency case officers with applied psychology techniques as they relate to operational data collection, evaluation and application in the assessment and manipulation of target personalities.

3. This is a certificate of attendance only. Student achievement was not evaluated.

OTS/Training Branch

E2 IMPDET CL BY 019432

CONFIDENTIAL

S-E-C-R-E-T

TRAINING REPORT/CERTIFICATION OF HANDGUN QUALIFICATION

TITLE: Countering Terrorist Tactics Course No. 16-77 DATES: 19-23 September 1977

STUDENT: FLORES, Daniel OFFICE: LA SD: D

PURPOSE AND SCOPE OF COURSE:

(S) This course stressed countermeasures to thwart terrorist acts against U.S. personnel abroad. Coverage includes a discussion of the modus operandi of terrorist groups, recognition and familiarity with explosive devices employed, basic skills training in the use of hand weapons and Mace-type chemical devices, discussion and demonstration of residential security measures, and specialized driving techniques designed to counter vehicular kidnapping attempts.

PERFORMANCE RECORD:

(U/AIUO) This is to certify that the student has satisfactorily completed the prescribed course of instruction.

HANDGUN QUALIFICATION:

(C) Student completed 24 hours of instruction on handguns at the Special Training Center on 23 September 1977; subsequently fired the Handgun Qualification test achieving a score of:

Revolver (Cal. - .38)	289
Automatic (Cal. - 9mm)	255

out of a possible 300.

(U/AIUO) The student demonstrated satisfactory application of safety procedures; mechanical aptitude; marksmanship techniques; and maintenance during range firing/classroom sessions; and is qualified to use the handguns (or similar guns) listed above.

FOR THE DIRECTOR OF TRAINING:

John H. Sawyer
John H. Sawyer
Chief, Special Activities Branch/OTD
Special Training Center

9/26/77
Date

S-E-C-R-E-T

E2 IMPDET
CL by 056382

14-00000

SECRET
(When Filled In)

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO. 1-5	NAME (Print) 7-24 LAST	FIRST	MIDDLE
036134	Elias Raoul		

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58, REVISED

PCS DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA (1 - PCS (Basic); 3 - CORRECTION; 5 - CANCELLATION)	CODE 37	O/P USE ONLY 38	39	COUNTRY	CODE 40-42

TDY DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA (2 - TDY (Basic); 4 - CORRECTION; 6 - CANCELLATION)	CODE 37	O/P USE ONLY 38	39	AREA(S)	CODE 40-42
12	04	76	12	08	76		2			Canada	120

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

✓	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO.: BIC 64-6-77

DOCUMENT DATE/PERIOD: 12 Dec 76 25-30 Sept 77

REMARKS

PREPARED BY

	REPORT ANNOTATED ON CONTROL DOCUMENT
✓	DATE 1/5/77

ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED

SIGNATURE [illegible]

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

FORM 1451a OBSOLETE PREVIOUS EDITIONS

SECRET

(4-10)

ADMINISTRATIVE
Internal Use Only

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO.	NAME LAST	FIRST	MIDDLE
1-6	(Print)	7-24	
056130	[illegible]	[illegible]	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 98, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA	CODE 37	O/P USE ONLY 38	39	COUNTRY	CODE 40-42
						1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION					

TDY DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA	CODE 37	O/P USE ONLY 38	39	AREA(S)	CODE 40-42
01	19	77	01	22	77	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	2			WH	311

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

X	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO.: 4A-10-77

DOCUMENT DATE/PERIOD: 1 Dec 76 to 30 Sept 77

REMARKS

PREPARED BY		REPORT ANNOTATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
	OC-A		
X	C & L DIVISION, CTBS.	DATE 21.2.78	SIGNATURE [illegible]
	C & T DIVISION		

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

14-00000

ADMINISTRATIVE
Internal Use Only

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO. 1-6	NAME: LAST (Print)	FIRST 7-24	MIDDLE
036130	FLORES	DANIEL	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58, REVISED.

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ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA: 1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	CODE 37	O/P USE ONLY 38	39	COUNTRY	CODE 40-42

TDY DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA: 2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	CODE 37	O/P USE ONLY 38	39	AREA(S)	CODE 40-42
02	09	77	02	18	77		2			CANADA	120

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

per. Jaye. 5467

SOURCE DOCUMENT AND CERTIFICATION

X	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO. LA 10-77

DOCUMENT DATE/PERIOD 2/9 - 2/18/77

REMARKS

PREPARED BY	REPORT ANNOTATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
SCO		
X C & L DIVISION, CTDB.	DATE 3/25/77	SIGNATURE Mike Mawauge
C & T DIVISION		

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

14-00000

ADMINISTRATIVE
Internal Use Only

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO. 1-6	NAME: LAST (Print)	FIRST 7-24	MIDDLE
036130	FLORES	DANIEL	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58, REVISED.

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ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA: 1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	CODE 37	O/P USE ONLY 38	39	COUNTRY	CODE 40-42

TDY DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA: 2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	CODE 37	O/P USE ONLY 38	39	AREA(S)	CODE 40-42
02	22	77	02	25	77		2			CANADA	120

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

X	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO. LA 10-77

DOCUMENT DATE/PERIOD 2/22-2/25/77

REMARKS

PREPARED BY:
- [ ] OCO
- [X] C & L DIVISION, CTDS.
- [ ] C & T DIVISION

REPORT ANNOTATED ON CONTROL DOCUMENT — DATE 3/25/77

ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED — SIGNATURE [signature]

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

FORM 1451a

ADMINISTRATIVE-Internal Use Only

(4-10)

14-00000

ADMINISTRATIVE
Internal Use Only

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO.	NAME LAST (Print)	FIRST	MIDDLE
1-6: 036130	FLORES	7-24: DANIEL	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 39, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA: 1 - PCS (Basic), 3 - CORRECTION, 5 - CANCELLATION	CODE 37	O/P USE ONLY 38	39	COUNTRY	CODE 40-42

TDY DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA: 2 - TDY (Basic), 4 - CORRECTION, 6 - CANCELLATION	CODE 37	O/P USE ONLY 38	39	AREA(S)	CODE 40-42
03	03	77	03	05	77		2			WESTERN HEMISPHERE	811

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

X	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO. LH 10-77

DOCUMENT DATE/PERIOD 3/3 - 3/5/77

REMARKS

PREPARED BY	REPORT ANNOTATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
OCA		
X O & S DIVISION, CTRS	DATE 3/25/77	SIGNATURE [signature]
O & T DIVISION		

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

FORM 1451a

ADMINISTRATIVE-Internal Use Only

CONFIDENTIAL
(When Filled In)

RESIDENCE AND DEPENDENCY REPORT

AN ORIGINAL OF THIS FORM WILL BE EXECUTED BY EACH EMPLOYEE AT THE TIME OF HIS APPOINTMENT AND WHEN A CHANGE OCCURS IN THE INFORMATION SHOWN BELOW. ITEMS OF CHANGE MAY BE REPORTED IN THE APPROPRIATE BLOCKS WITHOUT COMPLETING THE REMAINDER OF THE FORM EXCEPT THE EMPLOYEE'S SIGNATURE AND DATE. WHEN EXECUTING ITEM 4 ALSO COMPLY WITH HHB 20-7, PERSONNEL EMERGENCY AND LOCATOR RECORDS. THIS FORM WILL BE COMPLETED ONLY BY HEADQUARTERS PERSONNEL AND NOT SENT TO THE FIELD. FORM WILL BE FILED IN THE EMPLOYEE'S OFFICIAL PERSONNEL FOLDER.

GENERAL

NAME OF EMPLOYEE (Last)	(First)	(Middle)
Flores	Daniel	

1. MARITAL STATUS (Check one)

SINGLE	MARRIED	SEPARATED	DIVORCED	WIDOWED	ANNULLED
	X				

IF MARRIED, PLACE OF MARRIAGE	DATE OF MARRIAGE
Lima, Peru	18 Nov 1960
IF DIVORCED, PLACE OF DIVORCE DECREE	**DATE OF DECREE**

2. MEMBERS OF FAMILY

NAME OF SPOUSE	ADDRESS (No., Street, City, State, Zip Code)	TELEPHONE NO.	
Dorothy A. Flores	8151 Larkin Lane, Vienna, Va. 22180	573-0797	
NAMES OF CHILDREN	**ADDRESS**	**SEX**	**DATE OF BIRTH**
Zola Marie Flores	(Same as above)	F	15 Mar 74

NAME OF FATHER (or male guardian)	ADDRESS	TELEPHONE NO.
NAME OF MOTHER, INCLUDING MAIDEN NAME (or female guardian)	**ADDRESS**	**TELEPHONE NO.**

WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY.

Mr. Lonnie Bruce - Brother-in-law

3. OTHER RELATIVES WHO ARE DEPENDENT UPON ME FOR AT LEAST 51% OF THEIR SUPPORT AND MEET OTHER REQUIREMENTS IN TRAVEL REGULATIONS (HR 22-15). SPECIFY NAMES AND RELATIONSHIPS.

NAME	DATE OF BIRTH	RELATIONSHIP

4. PERSON RESIDING IN U.S. TO BE NOTIFIED IN CASE OF EMERGENCY

NAME (Mr., Mrs., Miss) (Last First Middle)	RELATIONSHIP
Mr. Vincente Patlan	Brother-in-law
HOME ADDRESS (No., Street, City, State, Zip Code) and name of employer if applicable	**HOME TELEPHONE NUMBER**
627 South River St., Seguin, Tex. 78155	512-379-1087

BUSINESS ADDRESS (No., Street, City, State, Zip Code) and name of employer if applicable; BUSINESS TELEPHONE & Extension

Seguin School District System

[illegible]

Department of State — X

[illegible]

Dorothy A. Flores - Spouse — X

[illegible] — X

[illegible]

CONFIDENTIAL

14-00000

CONFIDENTIAL
(When Filled In)

5. VOLUNTARY ENTRIES

Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.

INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.

ARE YOU A MEMBER OF THE NORTHWEST FEDERAL CREDIT UNION? ☐ YES ☐ NO

IF YES, DO YOU HAVE A JOINT ACCOUNT? ☐ YES ☐ NO

HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? ☐ YES ☐ NO. *(If "Yes" where is document located?)*

HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS?
☐ YES ☐ NO. *(If "Yes" give name(s) and address)*

HAVE YOU EXECUTED A POWER OF ATTORNEY? ☐ YES ☐ NO. *(If "Yes", who possess the power of attorney?)*

6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS

7. RESIDENCE DATA - TO BE COMPLETED ONLY BY EMPLOYEES ENTERING ON DUTY
(No Approval Required)

RESIDENCE WHEN EMPLOYED *(Full Address)*	PERMANENT PLACE OF RESIDENCE AS DEFINED IN HR 22-3 *(Full Address)*

8. CHANGE IN PERMANENT PLACE OF RESIDENCE (See HR 22-3)
(To Be Completed by Employee Desiring Such Change While Assigned to Headquarters)

FULL ADDRESS	DEPUTY DIRECTOR OR DESIGNEE	DATE
	DIRECTOR OF PERSONNEL (when applicable per HR 22-3)	DATE

SIGNED AT	DATE	SIGNATURE
[illegible]	[illegible]	/s/

CONFIDENTIAL

14-00000

SECRET
(When Filled In)

REPORT OF SERVICE ABROAD

FILE
PUNCHED
BY

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO. 1-6	NAME (Print) LAST 7-24	FIRST	MIDDLE
036130	FLORES	DANIEL	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 50, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA: 1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	CODE 37	O/P USE ONLY 38	39	COUNTRY	CODE 40-42

TDY DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA: 2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	CODE 37	O/P USE ONLY 38	39	AREA(S)	CODE 40-42
04	26	76	05	08	76		2			WESTERN Hem	881

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

✓	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO. 870-7-76

DOCUMENT DATE/PERIOD April 26 - May 8 76

REMARKS

PREPARED BY	REPORT PROCESSED BY CONTROL DIVISION	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
OFFICE / DIVISION / BRANCH	DATE 6-9-76	SIGNATURE [signature]

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

FORM 1451a OBSOLETE PREVIOUS EDITIONS

SECRET

ADMINISTRATIVE
Internal Use Only

REPORT OF SERVICE ABROAD

FILE PUNCHED BY

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO 1-6	NAME (Print) 7-24 LAST	FIRST	MIDDLE
036130	FLORES	DANIEL	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 50, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA: 1 - PCS (Basic), 3 - CORRECTION, 5 - CANCELLATION	CODE 37	O/P USE ONLY 38	39	COUNTRY	CODE 40-42

TDY DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA: 2 - TDY (Basic), 4 - CORRECTION, 6 - CANCELLATION	CODE 37	O/P USE ONLY 38	39	AREA(S)	CODE 40-42
06	15	76	06	20	76		2			WESTERN HEMISPHERE	811

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

✓	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO. LA 07-76

DOCUMENT DATE/PERIOD 6-14-76

REMARKS

PREPARED BY: O/S; ✓ D/S DIVISION [illegible]; D/P DIVISION

REPORT ANNOTATED ON CONTROL DOCUMENT

DATE 9-20-76

ABOVE DATA CERTIFIED CORRECT BASED UPON SOURCE DOCUMENT CITED

SIGNATURE C Wahlst

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

FORM 1451a [illegible]

ADMINISTRATIVE-Internal Use Only

18-101

C-O-N-F-I-D-E-N-T-I-A-L

TRAINING REPORT

Instructor Training Workshop

Student:	Flores, Daniel	Office:	OTR
Year of Birth:	1935	SD:	D
Grade:	GS-12	EOD Date:	1962
Number of Students Enrolled:	6	Date of Course:	7/26 - 8/8/76

COURSE OBJECTIVES--CONTENT AND METHODS

The Workshop objectives provide participants with a knowledge of the major principles, methods, and practices of effective instruction, and an opportunity to develop skills as an instructor by applying this knowledge in an instructional setting. Participants are able to analyze their audience and teaching objectives, prepare lesson plans, effectively present the material to be learned, and then evaluate the results of their training efforts.

The instruction required maximum student involvement with major emphasis on the application of instructional methods in the students presentation of units of instruction. Students were not graded during the Workshop, but they were constructively evaluated by the instructor and fellow participants both verbally and through the use of video tape.

Students were required to give a fifteen-minute lecture, a twenty-minute demonstration, and a fifty-minute lesson in his basic subject.

ACHIEVEMENT RECORD

This is a certificate of attendance only, since examinations are not used in the course.

FOR THE DIRECTOR OF TRAINING

11/10/76 Stanley W. Specker
DATE STANLEY W. SPECKER
Chief Instructor

E 2 IMPDET CL BY 010628

C-O-N-F-I-D-E-N-T-I-A-L

14-00000

.11-

0 36130
3/F-135/4534

ADMINISTRATIVE
Internal Use Only

REPORT OF SERVICE ABROAD

FILE PUNCHED BY

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO. 1-6	NAME — LAST (Print)	FIRST 7-24	MIDDLE
036130	Flores	Maurice	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OPI NO. 98, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA: 1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	CODE 37	O/P USE ONLY 38	39	COUNTRY	CODE 40-42

TDY DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA: 2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	CODE 37	O/P USE ONLY 38	39	AREA(S)	CODE 40-42
07	16	75	07	19	75		2			LA	811

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

✓ TRAVEL VOUCHER	DISPATCH
CABLE	DUTY STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify)	
DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD

REMARKS

PREPARED BY	REPORT ANNOTATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
OCO		
✓ D.C. DIVISION, ETC.	DATE 11/21/75	SIGNATURE [signature]
C & T DIVISION		

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ADMINISTRATIVE
Internal Use Only

REPORT OF SERVICE ABROAD

FILE PUNCHED BY

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO.	NAME LAST (Print)	FIRST	MIDDLE
1-6		7-24	
036130	FLORES	DANIEL	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 38, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA: 1 - PCS (Basic), 3 - CORRECTION, 5 - CANCELLATION	CODE 37	O/P USE ONLY 38	39	COUNTRY	CODE 40-42

TDY DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA: 2 - TDY (Basic), 4 - CORRECTION, 6 - CANCELLATION	CODE 37	O/P USE ONLY 38	39	AREA(S)	CODE 40-42
07	25	75	07	29	75		2			LATIN AMERICA	805

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

TRAVEL VOUCHER	DISPATCH
CABLE	DUTY STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify)	
DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD

REMARKS

PREPARED BY	X REPORT ANNOTATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
OCS		
X C & L DIVISION, CTRD.	DATE 12/1/75	SIGNATURE [illegible]
C & T DIVISION		

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IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

FORM 1451a USE PREVIOUS EDITIONS

ADMINISTRATIVE-Internal Use Only

(4-10)

SECRET
(When Filled In)

REPORT OF SERVICE ABROAD

FILE PUNCHED BY

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO. 1-6	NAME LAST (Print)	FIRST 7-24	MIDDLE
036130	FLORES	DANIEL	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 50, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA	CODE 37	O/P USE ONLY 38	39	COUNTRY	CODE 40-42
						1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION					

TDY DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA	CODE 37	O/P USE ONLY 38	39	AREA(S)	CODE 40-42
12	08	75	12	13	75	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	2			WH AREA	811

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

✓	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO. LA-07-76

DOCUMENT DATE/PERIOD Dec 8-13-75

REMARKS

PREPARED BY		REPORT ANNOTATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
	OCO		
✓	B & L DIVISION, CTBO.	DATE	SIGNATURE [signature]
	C & T DIVISION		

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SECRET
(When Filled In)

REPORT OF SERVICE ABROAD

FILE PUNCHED BY

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO. 1-8	NAME (Print) 7-24 LAST	FIRST	MIDDLE
036130	FLORES	DANIEL	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 56, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA: 1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	CODE 37	O/P USE ONLY 38	39	COUNTRY	CODE 40-42

TDY DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA: 2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	CODE 37	O/P USE ONLY 38	39	AREA(S)	CODE 40-42
10	15	75	10	22	75		2			WESTERN HEM.	811

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

✓	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
LA-145-76	10/15-22/75

REMARKS

PREPARED BY	REPORT ANNOTATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
DCO		
✓ C & L DIVISION, CTR.	DATE	SIGNATURE [signature]
C & F DIVISION		

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FORM 1451a OBSOLETE PREVIOUS EDITIONS

SECRET

SECRET
(When Filled In)

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO.	NAME		
	LAST	FIRST	MIDDLE
1-6	(Print)	7-24	
036130	FLORES	DANIEL	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA		O/P USE ONLY		COUNTRY	
MONTH	DAY	YEAR	MONTH	DAY	YEAR	1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	CODE				CODE
25-26	27-28	29-30	31-32	33-34	35-36		37	38	39		40-42

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA		O/P USE ONLY		AREA(S)	
MONTH	DAY	YEAR	MONTH	DAY	YEAR	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	CODE				CODE
25-26	27-28	29-30	31-32	33-34	35-36		37	38	39		40-42
10	30	75	11	04	75		2			WH BRETT	811

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

✓	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO.: LA 166-76

DOCUMENT DATE/PERIOD: OCT 30 - NOV 4-75

REMARKS

PREPARED BY

REPORT SUBMITTED TO CENTRAL REGISTRY

DATE

ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED

SIGNATURE

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

FORM 1051a

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Internal Use Only

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REPORT OF SERVICE ABROAD

FILE PUNCHED BY

TO: Office of Personnel, Control Division, Statistical Rep[illegible]

SERIAL NO. 1-6	NAME LAST (Print)	FIRST 7-24	MIDDLE
036130	FLORES	DANIEL	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 50, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA: 1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	CODE 37	O/P USE ONLY 38	39	COUNTRY	CODE 40-42

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08	16	75	09	02	75		2			LATIN AMERICA	505

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

V	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO. | DOCUMENT DATE/PERIOD

REMARKS

PREPARED BY	REPORT ANNOTATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
OFD		
✓ O.S. DIVISION - FILE	DATE 11/3/75	SIGNATURE [illegible]
O.S. DIVISION		

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

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SECRET
(When Filled In)

5/E

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

FILE PUNCHED BY

SERIAL NO. 1-6	NAME (Print) 7-24 LAST	FIRST	MIDDLE
036130	Flores	Daniel	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 50, REVISED.

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ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA (1 - PCS (Basic); 3 - CORRECTION; 5 - CANCELLATION) CODE 37	O/P USE ONLY 38	39	COUNTRY	CODE 40-42

TDY DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA (2 - TDY (Basic); 4 - CORRECTION; 6 - CANCELLATION) CODE 37	O/P USE ONLY 38	39	AREA(S)	CODE 40-42
06	05	75	06	11	75	2			Europe	801

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

X	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO.

DOCUMENT DATE/PERIOD

REMARKS

PREPARED BY
- [ ] OCO
- [x] C & L DIVISION, OTRS.
- [ ] C & F DIVISION

X REPORT ANNOTATED ON SOURCE DOCUMENT

DATE 3/5/75 ~~[illegible]~~

ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED

SIGNATURE [signature]

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FORM 1451a OBSOLETE PREVIOUS EDITIONS

SECRET

(8-101)

14-00000

SECRET

OPF

18 NOV 1975

MEMORANDUM FOR THE RECORD

SUBJECT: Meritorious Unit Citation -- Cuban Operations Group, Latin America Division

On 13 November 1975 the Director of Central Intelligence approved award of the Meritorious Unit Citation to the Cuban Operations Group in recognition of the outstanding performance of the following employees from 1 October 1974 to 30 September 1975:

Felipe Acevedo	Barbara Morgenthaler
Carol A. Barr	Mary Muldoon
Vivian A. Barry	Mary Musgrave
P. Claudette Broyles	Sylvia Palmer
Daniel Calloway	Elizabeth Reilly
Thomas G. Clines	Carol Rhodes
Frank Esquivel	Nestor D. Sanchez
Owen H. Faust	Joan Silverlieb
Mary D. Felton	Allen Smith
Daniel Flores	John Blake Smith
Nancy B. Fortson	Priscilla Tench
Ann Goldsworthy	Len Therry
Clyde I. Hinkley	Mary A. Velous
Christine Hopkins	Donald Venuto
Kathryn Kemp	William Watkins
Myron M. Kline	Anne Zimmerman

R. L. Austin, Jr.
Recorder
Honor and Merit Awards Board

Distribution:
1 - Each OPF
1 - C/LA
1 - Recorder/HMAB
1 - Exec Sec/HMAB

SECRET E2 Impdet Cl By 014029

ADMINISTRATIVE
Internal Use Only

FILE PUNCHED BY

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

SERIAL NO. 1-6	NAME (Print) LAST	FIRST 7-24	MIDDLE
36130	FLORES	DANIEL	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58 REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA: 1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION — CODE 37	O/P USE ONLY 38 39	COUNTRY	CODE 40-42

TDY DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA: 2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION — CODE 37	O/P USE ONLY 38 39	AREA(S)	CODE 40-42
07	04	75	07	14	75	2		WH	811

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

✓ TRAVEL VOUCHER	DISPATCH
CABLE	DUTY STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify)	
DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD

REMARKS

PREPARED BY		
OCS ✓ I & S DIVISION (TDY) I & S DIVISION	✓ REPORT ANNOTATED ON CONTROL DOCUMENT DATE 7/15/75	ABOVE DATA CERTIFIED CORRECT BASED UPON SOURCE DOCUMENT CITED SIGNATURE [signature]

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

FORM 1451a

ADMINISTRATIVE-Internal Use Only

(4-10)

14-00000

FILE
BY/[illegible]

SECRET
(When Filled In)

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Transactions and Records Branch, Status Section

SERIAL NO.	NAME		
1-6	LAST (Print)	FIRST 7-24	MIDDLE
D36130	Flores	Daniel	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OPI NO. 58, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA	CODE 37	O/P USE ONLY 38	39	COUNTRY	CODE 40-42
			03	05	74	1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	1			Peru	570

TDY DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA	CODE 37	O/P USE ONLY 38	39	AREA(S)	CODE 40-42
						2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION					

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

	TRAVEL VOUCHER		DISPATCH
X	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO. 135131

DOCUMENT DATE/PERIOD

REMARKS

PREPARED BY	REPORT ANNOTATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
SCO		
C & L DIVISION, CTRS.		
X C & T DIVISION	DATE 3/08/74	SIGNATURE [signature]

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

FORM 3-67 1451a OBSOLETE PREVIOUS EDITIONS

SECRET

(4-10)

14-00000

ADMINISTRATIVE
Internal Use Only

S/F

REPORT OF SERVICE ABROAD

FILE PUNCHED BY

TO: Office of Personnel, Control Division, Statistical Reporting

SERIAL NO. 1-6	NAME LAST (Print)	FIRST 7-24
036130	FLORES	DANIEL

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 38, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA	CODE 37	O/P USE ONLY 38	39	COUNTRY	CODE 40-42
						1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION					

TDY DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA	CODE 37	O/P USE ONLY 38	39	AREA(S)	CODE 40-42
10	05	74	10	07	74	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	2			Europe	801

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

X	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO. WH 119-75

DOCUMENT DATE/PERIOD 10/4 - 10/7/74

REMARKS

PREPARED BY			
	OFP	X REPORT ANNOTATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
X	O.P. DIVISION, STAT.	DATE 12/23/74	SIGNATURE [signature]
	O.P. DIVISION		

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FORM 1451a

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14-101

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(When Filled In)

REPORT OF SERVICE ABROAD

FILE PUNCHED BY [illegible]

TO: Office of Personnel, Transactions and Records Branch, Status Section

SERIAL NO. 1-6	NAME: LAST (Print)	FIRST 7-24	MIDDLE
0[illegible]	FLORES	[illegible]	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 38, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA: 1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	CODE 37	O/P USE ONLY 38	39	COUNTRY	CODE 40-42

TDY DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA: 2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	CODE 37	O/P USE ONLY 38	39	AREA(S)	CODE 40-42
07	07	74	07	11	74		2			WH	811

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

✓	TRAVEL VOUCHER		DISPATCH
	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO. | DOCUMENT DATE/PERIOD

REMARKS

PREPARED BY		REPORT ANNOTATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
	OCS	✓	
✓	C & L DIVISION, CTDD.	DATE 9/[illegible]	SIGNATURE [illegible]
	C & T DIVISION		

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FORM 3-67 1451a OBSOLETE PREVIOUS EDITIONS SECRET (8-10)

14-00000

SECRET
(When Filled In)

REPORT OF SERVICE ABROAD

FILE PUNCHED BY

TO: Office of Personnel, Control Division, Statistical Reporting Br

SERIAL NO.	NAME		
	LAST	FIRST	MIDDLE
1-6	(Print)	7-24	
036130	FLORES	DANIEL	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58 REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA		O/P USE ONLY		COUNTRY	
MONTH	DAY	YEAR	MONTH	DAY	YEAR	1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	CODE				CODE
25-26	27-28	29-30	31-32	33-34	35-36		37	38	39		40-42

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA		O/P USE ONLY		AREA(S)	
MONTH	DAY	YEAR	MONTH	DAY	YEAR	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	CODE				CODE
25-26	27-28	29-30	31-32	33-34	35-36		37	38	39		40-42
06	13	74	06	21	74		2			WA	P11

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

✓ TRAVEL VOUCHER	DISPATCH
CABLE	DUTY STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify)	

DOCUMENT IDENTIFICATION NO.: WH 542-74

DOCUMENT DATE/PERIOD: 6/13-6/21/74

REMARKS

PREPARED BY		
O/P	REPORT ANNOTATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT. BASED UPON SOURCE DOCUMENT CITED.
✓ O.C. DIVISION / STAFF	DATE: 7 Nov 74	SIGNATURE: [signature]
O.C. DIVISION		

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

FORM 1451a

SECRET

ADMINISTRATIVE
Internal Use Only

S/E

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Control Division, Statistical Reporting Branch

FILE PUNCHED BY/

SERIAL NO.	NAME LAST (Print)	FIRST
036130	FLORES	Daniel

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58 REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA	CODE 37	O/P USE ONLY 38	39	COUNTRY	CODE 40-42
						1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION					

TDY DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA	CODE 37	O/P USE ONLY 38	39	AREA(S)	CODE 40-42
08	12	74	08	16	74	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	2			LA AREA	811

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

X TRAVEL VOUCHER	DISPATCH
CABLE	DUTY STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify)	
DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE-PERIOD 12-17 AUG. 74

REMARKS

PREPARED BY [illegible]

[illegible] 11/1/74

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

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FIELD REASSIGNMENT QUESTIONNAIRE

DO NOT COMPLETE FOR HEADQUARTERS USE ONLY

NAME OF EMPLOYEE (use pseudo only if SA)	DATE (from item 5-1)	NAME OF SUPERVISOR (true)	DATE (from item 5-2)
Daniel Flores	27 Feb 73	Richard Welch	27 Feb 73

DATE RECEIVED AT HEADQUARTERS:	DISPATCH NUMBER:	DATE RECEIVED BY CAREER SERVICE:
2 March 1973	HPLT-6502	

TO BE COMPLETED BY EMPLOYEE

1. DATE OF BIRTH	2. SERVICE DESIGN	3. YOUR CURRENT POSITION, TITLE AND GRADE	4. STATION OR BASE	5. CRYPT FOR CURRENT COVER
4 Aug 1935		GS-11 FI Case Officer	Lima	LNFALL

6A. DATE OF PCS ARRIVAL IN FIELD	6B. REQUESTED DATE OF DEPARTURE	6C. EXPECTED DATE OF FIRST CHECK-IN AT HQ	6D. DESIRED DATE TO REPORT TO DUTY AFTER LEAVE
24 Sept 1971	30 Nov 1974	1 Feb 1975	15 Feb 1975 (depending on training.)

7. NUMBER AND AGES OF DEPENDENTS WHO WILL TRAVEL WITH YOU:

Wife: 37, daughter: 3

8. PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING NEXT ASSIGNMENT:

None

9. LIST YOUR MAJOR DUTIES DURING CURRENT TOUR (see special note on transmittal form). (also attach personal cover questionnaire in accordance with CSI-F 240-8)

September 1971 - July 1972 - Activities of the Communist Party and extreme leftist groups. Labor activities. Preparation of project outlines and progress reports.

August 1972 - Present - Chinese Operations. News media capability. Preparation of project outlines and progress reports.

10. TRAINING DESIRED:
INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS

In the near future I would like to take an advanced operations course. In connection with this, I would like to concentrate on the Soviet and Chinese targets in Latin America. Special courses in these two areas would be extremely helpful. Some time in the future I would like to attend the mid-career course.

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11. PREFERENCE FOR NEXT ASSIGNMENT

11A. DESCRIBE BRIEFLY THE TYPE OF WORK YOU WOULD PREFER FOR NEXT ASSIGNMENT IF DIFFERENT FROM THAT INDICATED IN ITEM NO. 9 ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICE.

At this point in my career the Soviet and Chinese targets are of major interest to me. Although I would prefer to work on Chinese operations in my next assignment, as an alternative I would consider working on Soviet operations.

11B. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1, 2, & 3 (for 1st, 2nd, and 3rd choice) IN REMAINING BOXES. COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR TOUR.

☒ EXTEND TOUR 14 MONTHS AT CURRENT STATION TO 31 November 1974 (DATE)

☐ IF ASSIGNED TO HDQTRS FOR A TOUR OF DUTY: INDICATE YOUR CHOICE OF DIVISION, STAFF OR OFFICE.
1ST CHOICE ______ 2ND CHOICE ______ 3RD CHOICE ______

☒ IF ASSIGNED TO ANOTHER FIELD STATION: INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIALIZATION
1ST CHOICE Caracas 2ND CHOICE Mexico 3RD CHOICE Buenos Aires

☐ RETURN TO MY CURRENT STATION

TO BE COMPLETED BY FIELD STATION

12. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR NEXT ASSIGNMENT, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:

Concur. This officer is doing a good job on his assigned targets and his overall abilities give the Station a flexibility it often needs to call on.

TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE

13. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.

Subject's tour has been extended fourteen months to 31 November 1974.

DATE 4/23/73 TITLE C/WH/Pers SIGNATURE H.L. Berthold

FOR USE BY CAREER SERVICE

14. APPROVED ASSIGNMENT:

15. EMPLOYEE NOTIFIED BY DISPATCH NO. HPLS-3284 DATE (typed 23 Apr 73)

CABLE NO. ______ DATED: ______

CAREER SERVICE REPRESENTATIVE: ______ DATE: ______
(SIGNATURE)

SECRET

14-00000

SECRET
(When Filled In)

REPORT OF SERVICE ABROAD

FILE PUNCHED BY

TO: Office of Personnel, Transactions and Records Branch, Status Section

SERIAL NO. 1-6	NAME (Print) 7-24 LAST	FIRST	MIDDLE
036130	FLORES	DANIEL	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 58, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA: 1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	CODE 37	O/P USE ONLY 38	39	COUNTRY	CODE 40-42
			05	28	71		1			ECUADOR	195

TDY DATES OF SERVICE

ARRIVAL O/S MONTH 25-26	DAY 27-28	YEAR 29-30	DEPARTURE O/S MONTH 31-32	DAY 33-34	YEAR 35-36	TYPE OF DATA: 2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	CODE 37	O/P USE ONLY 38	39	AREA(S)	CODE 40-42

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

	TRAVEL VOUCHER		DISPATCH
X	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO.: 16318

DOCUMENT DATE/PERIOD: 28 May 1971

REMARKS

PREPARED BY: ☐ ... ☐ ... DIVISION, ETC. X ... DIVISION

X REPORT ANNOTATED ON CONTROL DOCUMENT

DATE: 6/9/71

ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED

SIGNATURE: [signature]

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

FORM 1451a OBSOLETE PREVIOUS EDITIONS

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(4-10)

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(When Filled In)

SERVICE ABROAD AGREEMENT

I. GENERAL

IT IS UNDERSTOOD THAT YOU AGREE TO SERVE THE PERIOD OF SERVICE ABROAD PRESCRIBED IN SECTION II BELOW AND THAT THE GOVERNMENT IS OBLIGATED TO RETURN YOU, YOUR DEPENDENTS AND YOUR HOUSEHOLD AND PERSONAL EFFECTS UPON THE SATISFACTORY COMPLETION OF THIS PERIOD. YOUR ALLOWABLE EXPENSES WILL BE DETERMINED IN ACCORDANCE WITH AGENCY REGULATIONS.

IF YOU TERMINATE YOUR PERMANENT ASSIGNMENT OUTSIDE THE CONTINENTAL UNITED STATES BEFORE YOU COMPLETE 12 MONTHS OF CREDITABLE SERVICE FOLLOWING THE DATE OF YOUR ARRIVAL ABROAD, YOU WILL BE REQUIRED TO REIMBURSE THE GOVERNMENT FOR ALL EXPENSES IT INCURS IN THE TRAVEL AND TRANSPORTATION OF YOU, YOUR DEPENDENTS, YOUR HOUSEHOLD AND PERSONAL EFFECTS TO YOUR POST. IF YOU FAIL TO COMPLETE YOUR PRESCRIBED TOUR OF DUTY ABROAD YOU WILL NOT BE ENTITLED TO THE RETURN TRAVEL AND TRANSPORTATION OF YOURSELF, YOUR DEPENDENTS AND YOUR HOUSEHOLD AND PERSONAL EFFECTS TO THE UNITED STATES. IF, HOWEVER, AGENCY OFFICIALS DETERMINE THAT YOUR EARLY DEPARTURE IS NECESSARY FOR OFFICIAL REASONS, OR FOR PERSONAL REASONS OF SIGNIFICANT INTEREST TO THE GOVERNMENT, THEY MAY WAIVE THE REIMBURSEMENT OF EXPENSES ALREADY INCURRED, OR AUTHORIZE YOUR RETURN TRAVEL AND TRANSPORTATION, WHICHEVER IS APPLICABLE.

IF ELIGIBLE UNDER THE TERMS OF HR 20-30, YOU WILL BE GRANTED HOME LEAVE AS SOON AS IT CAN BE ARRANGED AT GOVERNMENT CONVENIENCE AFTER COMPLETION OF YOUR PRESCRIBED TOUR OF DUTY, PROVIDED YOU HAVE SERVED AT LEAST 18 MONTHS OF CONTINUOUS CREDITABLE SERVICE OUTSIDE THE UNITED STATES. HOME LEAVE AND HOME LEAVE TRAVEL ARE CONTINGENT UPON YOUR WILLINGNESS TO RETURN, AND CONTEMPLATION BY AGENCY OFFICIALS THAT YOU WILL RETURN TO SERVICE OUTSIDE THE UNITED STATES IMMEDIATELY AFTER HOME LEAVE OR UPON COMPLETION OF AN ASSIGNMENT IN THE UNITED STATES.

YOU ARE ADVISED THAT ANY MONIES DUE YOU FROM THE GOVERNMENT MAY BE APPLIED IN LIQUIDATION OF ANY INDEBTEDNESS ARISING FROM VIOLATION OF THIS AGREEMENT. YOU WILL BE AFFORDED ALL NORMAL RECOURSE IN APPEALING DECISIONS MADE PURSUANT TO THIS AGREEEMENT.

NAME OF EMPLOYEE	SD
Daniel Flores	D

II. TOUR OF DUTY ABROAD

1. NAME OF POST OF ASSIGNMENT
Currently Guayaquil, Ecuador and Next Assignment: Lima Peru

2. PERIOD OF SERVICE ABROAD AS PRESCRIBED IN A, B, OR C BELOW

A. STANDARD TOUR OF DUTY OF 24 MONTHS X

B. NONSTANDARD TOUR OF DUTY OF ______ MONTHS PREVIOUSLY APPROVED PER HR 20-18.

OPERATING OFFICIAL
[signature] 10/14/80

C. NONSTANDARD TOUR OF DUTY OF ______ MONTHS FOR THIS TOUR ONLY FOR THE EMPLOYEE SIGNING THIS AGREEMENT. (See HR 20-18)

REQUESTED (Memo attached)

OPERATING OFFICIAL

CONCUR

CAREER SERVICE	DEPUTY DIRECTOR

APPROVED

DIRECTOR OF PERSONNEL

III. PERMANENT PLACE OF RESIDENCE

3. YOUR "PERMANENT PLACE OF RESIDENCE" IS A PLACE TO WHICH ALLOWABLE TRAVEL AND TRANSPORTATION EXPENSES MAY BE AUTHORIZED IN CERTAIN CIRCUMSTANCES PURSUANT TO HR 22. ITS DESIGNATION WILL BE KEPT IN YOUR OFFICIAL PERSONNEL FOLDER.

4. IN REQUESTING YOUR PERMANENT PLACE OF RESIDENCE IN ITEM 5 ON THE REVERSE SIDE, YOU WILL (as prescribed in HR 22-3) NORMALLY INDICATE THE PLACE WHERE YOU PHYSICALLY DWELLED IN THE UNITED STATES, ITS POSSESSIONS OR THE COMMONWEALTH OF PUERTO RICO AT THE TIME OF YOUR PCS TRANSFER TO A POST ABROAD. YOU MAY REQUEST IN ITEM 6 THE DESIGNATION OF ANOTHER PLACE AS YOUR PERMANENT PLACE OF RESIDENCE IF YOU CAN ESTABLISH THAT YOUR PHYSICAL DWELLING PLACE IS (or was) TRANSITORY AND THAT SUCH OTHER PLACE IS YOUR DOMICILE OR HAS PREVIOUSLY BEEN USED BY YOU AS A PHYSICAL DWELLING. INFORMATION THAT CAN BE PRESENTED IN AN ATTACHED STATEMENT AS EVIDENCE INCLUDES BUT IS NOT LIMITED TO, STATE VOTING REGISTRATION, PROPERTY OWNERSHIP AND PLACE WHERE INCOME OR PERSONAL PROPERTY TAXES HAVE BEEN PAID.

FORM 3154 REPLACES FORM 3154 (2 80) WHICH IS OBSOLETE

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CONTINUED ON THE REVERSE

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5. PHYSICAL DWELLING PLACE (Permanent Place of Residence unless address in item 6 is approved in lieu thereof)	6. OTHER PLACE REQUESTED (Requested Permanent Place of Residence if different from item 5)
FULL ADDRESS Washington, D. C.	FULL ADDRESS

CONCUR

DEPUTY DIRECTOR	DATE

APPROVED

DEPUTY DIRECTOR	DATE
for A. Brady	5-20-71

APPROVED

DIRECTOR OF PERSONNEL	DATE

IV. HOME LEAVE POINT

7. AMONG THE PLACES YOU MAY REQUEST AS A HOME LEAVE POINT ARE: YOUR PERMANENT PLACE OF RESIDENCE SHOWN ABOVE, HEADQUARTERS AREA, AND WHERE YOUR CHILDREN, PARENTS, PARENTS-IN-LAW, BROTHERS, SISTERS, BROTHERS-IN-LAW, OR SISTERS-IN-LAW RESIDE.

8. YOU MAY REQUEST FOR APPROVAL SOME OTHER POINT SUBJECT TO THE PROVISIONS OF HR 20-30B(3)(C). THE REQUEST MUST BE ACCOMPANIED BY A MEMORANDUM EXPLAINING THE CIRCUMSTANCES.

9. DESIGNATION PER ITEM 7 ABOVE	10. DESIGNATION PER ITEM 8 ABOVE.
FULL ADDRESS 4505 Washington Street Milwaukie, Oregon RELATIONSHIP OF RELATIVE AT HOME LEAVE POINT Parents-in-law	FULL ADDRESS

CONCUR

DEPUTY DIRECTOR	DATE

APPROVED

DEPUTY DIRECTOR	DATE
for A. Brady	5-20-71

APPROVED

DIRECTOR OF PERSONNEL	DATE

EMPLOYEE CERTIFICATION

I have read and understand my service obligations and travel entitlements as described in this agreement.

SIGNATURE OF EMPLOYEE	DATE
See Dispatch Attached [signature] 6/1/71	5/20/71

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RESIDENCE AND DEPENDENCY REPORT

AN ORIGINAL OF THIS FORM WILL BE EXECUTED BY EACH EMPLOYEE AT THE TIME OF HIS APPOINTMENT AND WHEN A CHANGE OCCURS IN THE INFORMATION SHOWN BELOW. ITEMS OF CHANGE MAY BE REPORTED IN THE APPROPRIATE BLOCKS WITHOUT COMPLETING THE REMAINDER OF THE FORM EXCEPT THE EMPLOYEE'S SIGNATURE AND DATE. WHEN EXECUTING ITEM 4 ALSO COMPLY WITH HHB 20-7, PERSONNEL EMERGENCY AND LOCATOR RECORDS. THIS FORM WILL BE COMPLETED ONLY BY HEADQUARTERS PERSONNEL AND NOT SENT TO THE FIELD. FORM WILL BE FILED IN THE EMPLOYEE'S OFFICIAL PERSONNEL FOLDER.

GENERAL

NAME OF EMPLOYEE (Last)	(First)	(Middle)	SOCIAL SECURITY NUMBER
FLORES	Daniel		460-48-6230

1. MARITAL STATUS (Check one)

	SINGLE	X	MARRIED		SEPARATED		DIVORCED		WIDOWED		ANNULLED

IF MARRIED, PLACE OF MARRIAGE	DATE OF MARRIAGE
Lima, Peru	18 November 1969
IF DIVORCED, PLACE OF DIVORCE DECREE	**DATE OF DECREE**
"NA"	

2. MEMBERS OF FAMILY

NAME OF SPOUSE	ADDRESS (No., Street, City, State, Zip Code)	TELEPHONE NO.	
Dorothy A. Flores	The American Embassy, Lima, Peru		
NAMES OF CHILDREN	**ADDRESS**	**SEX**	**DATE OF BIRTH**
Kendra Flores	(Same as above.)	F	3 March 1971
NAME OF FATHER (or male guardian)	**ADDRESS**	**TELEPHONE NO.**	
Jose S. Flores	Box 39, Gonzales, Texas 78629	512-672-6061	
NAME OF MOTHER, INCLUDING MAIDEN NAME (or female guardian)	**ADDRESS**	**TELEPHONE NO.**	
Agustina Flores (Deceased)			

WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY.

Mr. Lonnie G. Bruce

3. OTHER RELATIVES WHO ARE DEPENDENT UPON ME FOR AT LEAST 51% OF THEIR SUPPORT AND MEET OTHER REQUIREMENTS IN TRAVEL REGULATIONS (HR 22-15). SPECIFY NAMES AND RELATIONSHIPS.

NAME	DATE OF BIRTH	RELATIONSHIP

4. PERSON RESIDING IN U.S. TO BE NOTIFIED IN CASE OF EMERGENCY

NAME (Mr., Mrs., Miss) (Last-First-Middle)	RELATIONSHIP
Mr. Lonnie G. Bruce	Brother-in-law
HOME ADDRESS (No., Street, City, State, Zip Code) AND NAME OF EMPLOYER, IF APPLICABLE	**HOME TELEPHONE NUMBER**
973 E. Walnut St., Seguin, Texas 78155	512-379-7620
BUSINESS ADDRESS (No., Street, City, State, Zip Code) AND NAME OF EMPLOYER, IF APPLICABLE	**BUSINESS TELEPHONE & EXTENSION**

IS THE INDIVIDUAL NAMED ABOVE WITTING OF YOUR AGENCY AFFILIATION? (If "No" give name and address of organization he believes you work for.)	YES	X
	NO	
IS THE INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF IN THE EVENT YOU ARE INCAPABLE? (If "No" give name and address of person, if any, who can make such decisions in case of emergency.)	YES	
Dorothy A. Flores The American Embassy Lima, Peru	NO	X
DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE? (If answer is "No" explain why in item 6.)	YES	X
	NO	

The persons named in item 2 or 3 above may also be notified in case of emergency. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE IN ITEM 6 ON THE REVERSE SIDE OF THIS FORM.

FORM 7-70 61 OBSOLETE PREVIOUS EDITIONS

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(4)

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5. VOLUNTARY ENTRIES
Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.
INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED. The Riggs National Bank, Federal Office, 1750 Pennsylvania Avenue, N.W., Washington D.C.
ARE YOU A MEMBER OF THE NORTHWEST FEDERAL CREDIT UNION? [X] YES [ ] NO IF YES, DO YOU HAVE A JOINT ACCOUNT? [ ] YES [X] NO
HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? [X] YES [ ] NO. *(If "Yes" where is document located?)*
HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS? [ ] YES [X] NO. *(If "Yes" give name(s) and address)*
HAVE YOU EXECUTED A POWER OF ATTORNEY? [ ] YES [X] NO. *(If "Yes", who possess the power of attorney?)*

6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS

7. RESIDENCE DATA - TO BE COMPLETED ONLY BY EMPLOYEES ENTERING ON DUTY *(No Approval Required)*	
RESIDENCE WHEN EMPLOYED *(Full Address)*	PERMANENT PLACE OF RESIDENCE AS DEFINED IN HR 22-3 *(Full Address)*

8. CHANGE IN PERMANENT PLACE OF RESIDENCE *(See HR 22-3)* *(To Be Completed by Employee Desiring Such Change While Assigned to Headquarters)*		
FULL ADDRESS	DEPUTY DIRECTOR OR DESIGNEE	DATE
	DIRECTOR OF PERSONNEL *(when applicable per HR 22-3)*	DATE

SIGNED AT	DATE	SIGNATURE
Headquarters	7 Jul 1971	[signature]

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FIELD REASSIGNMENT QUESTIONNAIRE

DO NOT COMPLETE — FOR HEADQUARTERS USE ONLY

NAME OF EMPLOYEE (use pseudo only if SA)	DATE (from item S-1)	NAME OF SUPERVISOR (true)	DATE (from item S-2)
Daniel Flores		Robert Fambrini	

DATE RECEIVED AT HEADQUARTERS:	DISPATCH NUMBER:	DATE RECEIVED BY CAREER SERVICE:
30 October 1970	HEQT 1506	04 MAR 1971

TO BE COMPLETED BY EMPLOYEE

1. DATE OF BIRTH	2. SERVICE DESIGN	3. YOUR CURRENT POSITION, TITLE AND GRADE	4. STATION OR BASE	5. CRYPT FOR CURRENT COVER
4 August 1935		Operational Officer GS-10	Guayaquil	LNCUFF

6a. DATE OF PCS ARRIVAL IN FIELD	6b. REQUESTED DATE OF DEPARTURE	6c. EXPECTED DATE OF FIRST CHECK-IN AT HQ	6d. DESIRED DATE TO REPORT TO DUTY AFTER LEAVE
13 May 1969	15 May 1971	1 June 1971	1 August 1971

7. NUMBER AND AGES OF DEPENDENTS WHO WILL TRAVEL WITH YOU:

Spouse (Expecting child in March 1971)

8. PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING NEXT ASSIGNMENT:

NA

9. LIST YOUR MAJOR DUTIES DURING CURRENT TOUR (see special note on transmittal form). (also attach personal cover questionnaire in accordance with CSI-F 240-8)

Case Officer responsibilities including running project targetted against suversive individuals and organizations; agent handling including penetration agents; responsibility for audio operations and related support agents; preparation of intelligence reports, dispatches and other reports related to Case Officer duties.

10. TRAINING DESIRED: INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS

1. Soviet Operations Course. (If possible, I would like to co-ordinate this course with my home leave in the summer of 1971.)
2. Language training. Preferably Portuguese because I would like to serve in Brazil sometime in the future.

FORM 202 OBSOLETE PREVIOUS EDITIONS — SECRET

14-00000

SECRET

11. PREFERENCE FOR NEXT ASSIGNMENT:

11A. DESCRIBE BRIEFLY THE TYPE OF WORK YOU WOULD PREFER FOR NEXT ASSIGNMENT IF DIFFERENT FROM THAT INDICATED IN ITEM NO. 9 ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICE.

I would like a position of increased responsibility, preferably as a Case Officer for Soviet Operations in Latin America. If this is possible I would like to take the Soviet Operations Course at Headquarters prior to my next assignment.

11B. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1, 2, & 3 (*for 1st, 2nd, and 3rd choice*) IN REMAINING BOXES. COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR TOUR.

☐ EXTEND TOUR ______ MONTHS AT CURRENT STATION TO ______ (DATE)

☐ BE ASSIGNED TO HQDTRS FOR A TOUR OF DUTY: INDICATE YOUR CHOICE OF DIVISION, STAFF OR OFFICE. 1ST CHOICE ______ 2ND CHOICE ______ 3RD CHOICE ______

☐ BE ASSIGNED TO ANOTHER FIELD STATION: INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIALIZATION 1ST CHOICE Caracas, Vene 2ND CHOICE Mexico 3RD CHOICE Lima, Peru

☐ RETURN TO MY CURRENT STATION

TO BE COMPLETED BY FIELD STATION

12. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR NEXT ASSIGNMENT, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:

It is believed that this officer's performance at his present post of assignment has provided sufficient indication of his competence as a field case officer, and that he should have no problem filling a Soviet Operations Officer slot at a medium sized field installation. He should attend the Soviet Operations Course prior to such assignment.

TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE

13. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.

WH Division has selected Mr. Flores for assignment to Lima in September 1971.

DATE 1 Mar 71 TITLE C/WH/Pers SIGNATURE H.T. Berthold

FOR USE BY CAREER SERVICE

14. APPROVED ASSIGNMENT:

15. EMPLOYEE NOTIFIED BY DISPATCH NO. 113900 DATED: ______
CABLE NO. ______ DATED: ______

CAREER SERVICE REPRESENTATIVE ______ DATE ______
(SIGNATURE)

SECRET

14-00000

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(When Filled In)

REPORT OF SERVICE ABROAD

FILE PUNCHED BY RK

TO: Office of Personnel, Transactions and Records Branch, Status Section

SERIAL NO.	NAME		
1-6	LAST (Print)	FIRST 7-24	MIDDLE
036130	Flores,	Daniel	

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OPI NO. 58, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA		O/P USE ONLY		COUNTRY	
MONTH 25-26	DAY 27-28	YEAR 29-30	MONTH 31-32	DAY 33-34	YEAR 35-36	1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	CODE 37	38	39		CODE 40-42
05	13	69					1			Ecuador	175

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA		O/P USE ONLY		AREA(S)	
MONTH 25-26	DAY 27-28	YEAR 29-30	MONTH 31-32	DAY 33-34	YEAR 35-36	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	CODE 37	38	39		CODE 40-42

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

	TRAVEL VOUCHER		DISPATCH
✓	CABLE		DUTY STATUS OR TIME AND ATTENDANCE REPORT
	OTHER (Specify)		

DOCUMENT IDENTIFICATION NO.: 2 // 57300

DOCUMENT DATE/PERIOD: 13 May 1969

REMARKS

PREPARED BY		REPORT ANNOTATED ON CONTROL DOCUMENT	ABOVE DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
OLS			
C & L DIVISION STAT.		DATE 7/1/69	SIGNATURE [illegible]
O & P DIVISION			

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

FORM 8-67 1451a OBSOLETE PREVIOUS EDITIONS

SECRET

(8-101)

14-00000

SECRET

Not Approved by
CS Career Service
31 JAN 1970

MEMORANDUM FOR: Secretary, CSCS Panel (Section C)

SUBJECT : Recommendation for Promotion to Grade GS-10, Daniel Flores

1. It is recommended that Mr. Daniel Flores be promoted from GS-09 to GS-10.

2. Mr. Flores joined the Agency in 1962; initially he was employed on a part-time basis in the WH Division while attending the American University. He received his AB degree in 1967 and became a full-time staff employee. On the strong recommendation of his supervisors, Mr. Flores was accepted for the Career Training Program which he completed in August 1968. After rejoining the WH Division, he was selected for assignment as an operations officer at the Guayaquil Base where he arrived in May 1969. Mr. Flores is bi-lingual in Spanish.

3. Both as a Headquarters and field operations officer Mr. Flores has carried out his assignments with intelligence, enthusiasm and initiative. As the Guayaquil Base officer in charge of Communist penetration operations, his performance has been of high caliber. In August 1969, during the forced absence of the Chief of Base and other senior officers, Mr. Flores assumed the full responsibilities for running the base for a period of several weeks. He performed the duties of Acting Chief of Base in a superior manner. In addition to his operational competence, the Guayaquil Chief of Base has observed that Mr. Flores' ability to develop social relations with ease has been a distinct asset for the Base.

4. Mr. Flores has already proven to be a competent operations officer. As he further develops through experience and responsibility he should become eligible for rapid advancement. In any case he is already performing at a level far higher than his current grade and a promotion at this time is strongly recommended.

William V. Broe
Chief
Western Hemisphere Division

SECRET

CONFIDENTIAL
(When filled in)

IMPORTANT

Central Processing Branch has been charged with responsibility for ensuring that all employees processing PCS to the field have reviewed the field version of the Employee Conduct Handbook. You will not be checked out for your proposed travel until you sign the following statement and return it to CPB. Your Personnel Officer can provide you with a copy of the Handbook.

MEMORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Field Handbook 20-4, Employee Conduct, dated 28 October 1964.

Daniel Flores — Signature

7 April 1969 — Date

DANIEL FLORES

CONFIDENTIAL

Group 1 - Excluded from automatic downgrading and declassification.

CONFIDENTIAL
(When Filled In)

Complete in original. The data recorded on this form is essential in determining travel expenses allowable in connection with leave at government expense, overseas duty, return to residence upon separation, and for providing current residence and dependency information required in the event of an employee emergency. This form will be filed in the employee's official personnel folder.

NAME OF EMPLOYEE (Last)	(First)	(Middle)	SOCIAL SECURITY NUMBER
Flores	Daniel		460-45-6250

1. RESIDENCE DATA

PLACE OF RESIDENCE WHEN INITIALLY EMPLOYED BY AGENCY: Washington, D.C	LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad)
PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE: Washington, D.C	HOME LEAVE RESIDENCE: Washington, D.C

2. MARITAL STATUS (Check one)

SINGLE	MARRIED	SEPARATED	DIVORCED	WIDOWED	ANNULLED
	X				

IF MARRIED, PLACE OF MARRIAGE: Lima, Peru	DATE OF MARRIAGE: 14 Oct 1960
IF DIVORCED, PLACE OF DIVORCE DECREE	DATE OF DECREE
IF WIDOWED, PLACE SPOUSE DIED	DATE SPOUSE DIED

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

3. MEMBERS OF FAMILY

NAME OF SPOUSE	ADDRESS (No., Street, City, State, Zip Code)	TELEPHONE NO.	
Dorothy A. Flores	Accompanying		
NAMES OF CHILDREN	**ADDRESS**	**SEX**	**DATE OF BIRTH**
NAME OF YOUR FATHER (Or male guardian)	**ADDRESS**	**TELEPHONE NO.**	
Jose S. Flores	Gonzales, Texas (Box 39)	(512) 672-6061	
NAME OF YOUR MOTHER (Or female guardian)	**ADDRESS**	**TELEPHONE NO.**	
Deceased			

WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY.

4. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY

NAME (Mr., Mrs., Miss) (Last-First-Middle): Mr. Lonnie G. Bruce	RELATIONSHIP: Brother-in-Law
HOME ADDRESS (No., Street, City, State, Zip Code): 973 S Walnut Street, Seguin, Texas	HOME TELEPHONE NUMBER: (512) FX9-7620
BUSINESS ADDRESS (No., Street, City, State, Zip Code) AND NAME OF EMPLOYER, IF APPLICABLE: (Same as above)	BUSINESS TELEPHONE & EXTENSION

IS THE INDIVIDUAL NAMED ABOVE WITTING OF YOUR AGENCY AFFILIATION? (If "No" give name and address of organization he believes you work for.)
Department of the Army — YES [ ] NO [X]

IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF IN THE EVENT YOU ARE INCAPABLE? (If "No" give name and address of person, if any, who can make such decisions in case of emergency.)
Dorothy A. Flores (Spouse) — YES [ ] NO [X]

DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE? (If answer is "No" explain why in item 6.) — YES [X] NO [ ]

The persons named in item 3 above may also be notified in case of emergency. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE IN ITEM 6 ON THE REVERSE SIDE OF THIS FORM.

CONTINUED ON REVERSE SIDE

CURRENT RESIDENCE AND DEPENDENCY REPORT

14-00000

CONFIDENTIAL
(When Filled In)

5. VOLUNTARY ENTRIES

Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.

INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.

Riggs National Bank : Daniel and Dorothy A Flores
17th and Penn. Avenues, Washington. D.C.
(1750 Penn Avenue

ARE YOU A MEMBER OF THE NORTHWEST FEDERAL CREDIT UNION? [X] YES [ ] NO

IF YES, DO YOU HAVE A JOINT ACCOUNT? [ ] YES [X] NO

HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? [X] YES [ ] NO. (If "Yes" where is document located?)

At home. Will leave with responsible person for safe keeping

HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS? [ ] YES [ ] NO. (If "Yes" give name(s) and address)

N/A

HAVE YOU EXECUTED A POWER OF ATTORNEY? [ ] YES [X] NO. (If "Yes", who possess the power of attorney?)

But may before I leave.

6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS

My father should not be notified in case of an emergency because of his health and age.

SIGNED AT	DATE	SIGNATURE
	7 April 1969	[signature]

CONFIDENTIAL

SECRET

Supplement to Staff Employee Personnel

Action for Integration of **Daniel Flores**

Effective **10 April 1969**

The purpose of this memorandum is to set forth existing policies of concern to you while integrated and to reiterate certain rights and obligations which derive from your true status as an appointed employee. It is hereby agreed and understood that:

1. As an employee of this organization, at the present grade and salary of **GS-9 $8744.00** per annum, you will accept cover employment with another instrumentality of the Government (hereinafter referred to as "your cover facility") effective as of **10 April 1969**. You will, insofar as consistent with your basic responsibility to this organization, abide by all the rules, regulations, practices and policies of your cover facility, in order to appear as a conventional member of that establishment. Your appointment to your cover facility is being effected as a **FSR-7** at a salary of **$8153.00** per annum. You are prohibited, except as specifically authorized herein, from retaining emoluments paid by your cover facility.

2. It is understood and agreed that the minimum period of your overseas tour of duty is governed by and coincident with the prescribed tour of duty of your cover organization. Currently, your prescribed tour consists of a period of **two (2) years** from the date of your arrival at your overseas post of duty. Your assignment may be terminated earlier for the convenience of this organization and the length of your tour of duty, as currently specified, may be unilaterally changed by this organization in order to conform with subsequent changes in the prescribed tour of your cover facility. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by this organization to be beyond your control or if you are terminated for cause under the regulations of this organization before you have completed the minimum period of service prescribed above from the date of arrival at your overseas post of duty, you will not be entitled to return travel or transportation for yourself or your dependents to the United States at Government expense. If you request termination of your overseas assignment solely for your own convenience, unless it is for circumstances that are considered by this organization to be beyond your control or if you are terminated for cause under the regulations of this organization before you have completed one (1) year of service from the date of your arrival at your overseas post of duty you will be required to reimburse the Government for all of its expenses for your travel and transportation, and that of your dependents, from the continental United States to such overseas post of duty.

3. Travel to your post of duty overseas and your return travel to the United States, as well as travel performed overseas which is consistent with your cover designation, will normally be at the direction of your cover facility. Such travel will be accomplished in conformance with applicable

regulations of your cover facility except when you are directed for operational reasons to perform travel in accordance with the regulations of this organization.

4. Salary and allowances paid by your cover facility shall be retained by you to the extent that they do not exceed the salary and allowance payment due you on the basis of your grade level with this organization. If such cover payments are less than the amount due you, the difference will be paid to you by this organization. If such cover payments exceed the amount due you, the excess amounts will be remitted to this organization at intervals to be designated by the Office of Finance. Computations hereunder will be based on the aggregate gross amounts due and received. That portion of retirement contributions withheld by your cover facility which exceeds the retirement contributions applicable to your organization salary will be deducted from the gross amount of the overpayment. Upon integration, the payroll office of this organization will establish the date on which you would normally receive a regular step increase from your cover facility. Failure to report a grade promotion received from a cover facility does cause errors in processing regular step increases. Regular step increases, incorrectly processed in such manner, should be reported immediately to this organization. To eliminate this problem, any grade promotion received from a cover facility will be reported immediately by you to this organization's payroll office through channels showing both the old and the new rate and the effective date. All salary difference payments and adjustments will be reflected on earnings statements.

5. Your status as an employee of this organization will continue in full force and effect during your period of duty with your cover facility and you will continue to be entitled to all rights, benefits and emoluments of such status. Certain variations in procedure will be required, however, to preserve the security of your cover position.

a. Upon integrating into your cover facility you will continue to be covered by the particular retirement system in which you are a participant as an employee of this organization. Salary received from your cover facility and any salary differences payable by this organization will be subject to appropriate retirement contributions.

b. Appropriate Federal income tax withholdings shall be made from taxable income received from both your cover facility and this organization. Additionally, while serving in the United States, withholdings shall also be made for District of Columbia or State income tax, when applicable. You may claim reimbursement for excess income taxes paid on overt tax returns by reason of taxable income from your cover facility exceeding the taxable income due you as an employee of this organization.

c. All annual and sick leave which is accrued to your credit at the time of integration will be transferred to your cover facility. While integrated you will be permitted annual leave, sick leave, home leave, and leave without pay in accordance with the regulations of your cover facility in lieu of the leave benefits of this organization. Upon termination of your integration, your unused annual leave, sick leave, and home leave will be transferred to your credit with this organization and your leave record will be reconstructed as of the beginning of the leave year in which you return to this organization, as explained in the Handbook on Leave for Special Situations. Serving in an integrated capacity does not permit the carryover from one leave year to another of an annual leave balance which exceeds the ceilings authorized by regulations of this organization and the Federal leave law. If security conditions require that your cover facility make a lump-sum payment for accrued annual leave, upon your "resignation" you will be required to pay the gross amount thereof to this organization, including any income taxes withheld by your cover facility in order to receive credit for such annual leave.

6. You will be required to keep forever secret this agreement and all information which you may obtain by reason hereof, unless you are released in writing by this organization from this obligation. Violation of such secrecy may subject you to criminal prosecution under the espionage laws, as amended, and other applicable laws and regulations. The termination of your employment with this organization will not release you from the obligations of any security oath you may be required to take.

UNITED STATES GOVERNMENT

BY [signature]
Personnel Office

ACCEPTED:

[signature]

ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

TO COMPLETE THIS FORM—

1 FOLLOW THESE GENERAL INSTRUCTIONS:

- Read the back of the "Duplicate" carefully before you fill in the form.
- Fill in BOTH COPIES of the form. Type or use ink.
- Do not detach any part.

2 FILL IN THE IDENTIFYING INFORMATION BELOW (please print or type):

NAME (last) (first) (middle)	DATE OF BIRTH (month, day, year)	SOCIAL SECURITY NUMBER
036730 Flores Daniel	4 August 1935	460 48 6230
EMPLOYING DEPARTMENT OR AGENCY	LOCATION (City, State, ZIP Code)	

3 MARK AN "X" IN ONE OF THE BOXES BELOW (do NOT mark more than one):

Mark here if you WANT BOTH optional and regular insurance → [ ] (A)

ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE

I elect the $10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.

Mark here if you DO NOT WANT OPTIONAL but do want regular insurance → [X] (B)

DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE

I decline the $10,000 additional optional insurance. I understand that I cannot elect optional insurance until at least 1 year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.

Mark here if you WANT NEITHER regular nor optional insurance → [ ] (C)

WAIVER OF LIFE INSURANCE COVERAGE

I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least 1 year after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of insurability. I understand also that I cannot now or later have the $10,000 additional optional insurance unless I have the regular insurance.

4 SIGN AND DATE IF YOU MARKED BOX "A" OR "C", COMPLETE THE "STATISTICAL STUB" THEN RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE

SIGNATURE (do not print)

[signature]

DATE

[illegible]

FOR EMPLOYING OFFICE USE ONLY

(official receiving date stamp)

[illegible]

ORIGINAL COPY - Retain in Official Personnel Folder

[illegible]

S-E-C-R-E-T

- TRAINING REPORT -

Operational Interrogation Course No. 2-69
(Full time - three weeks) 4 - 22 November 1968

Student: Flores, Daniel | Office: WH

Grade : 08 | EOD : Mar 62

Number of Students Enrolled: 9 | Service Designation: D

COURSE OBJECTIVE

To teach the student to interrogate and to manage interrogation.

RATING

Class Performance : Satisfactory

Interrogation Aptitude: Average

GENERAL CLASS PERFORMANCE

Excellent: 3   Satisfactory: 6   Unsatisfactory: 0

GENERAL CLASS APTITUDE FOR INTERROGATION

High: 2   Average: 6   Low: 1

FOR THE DIRECTOR OF TRAINING:

17 DEC 1968
Date

Ezekiel S. Ramirez
Ezekiel S. Ramirez
Chief Instructor

S-E-C-R-E-T

TRAINING REPORT OPERATIONS COURSE (FULL TIME)	Course No. OC-1-3/4-68	No. of Students Began [illegible] Finished 70	Dates of Course 27 May - 16 August 1968

STUDENT IDENTIFYING INFORMATION

NAME OF STUDENT	YOB	EOD DATE	OFFICE	GS	SD
FLORES, Daniel	193[illegible]	March 196[illegible]	CTP	08	[illegible]

PERFORMANCE EVALUATION

W - Weak — Ranges from inadequate to less than satisfactory (in terms of a new and inexperienced case officer).

A - Adequate — Has achieved the basic level required. Satisfactory, characterized neither by deficiency nor excellence.

P - Proficient — More than satisfactory. Has acquired a solid beginner's proficiency. This rating may be interpreted as representing "average" on our rating scale.

S - Strong — Exceptional proficiency, characterized by thoroughness, initiative, originality, and an exceptional student understanding of the case officer role in clandestine operations.

O - Outstanding — Performance is so exceptional in relation to requirements of the work and in comparison to the performance of other students doing similar work as to warrant special recognition.

COURSE OBJECTIVE

This course is designed to prepare selected staff officers from the Career Trainee Program for field operations officer work with the Clandestine Services. The student's understanding of the Clandestine Services doctrines, policies and operational concepts and his ability to apply these related items is measured by a series of practical exercises. Successful completion of the Operations Familiarization Course (OFC) is a prerequisite for admission to the Operations Course.

	RATING LETTER
TRADECRAFT	P
INTELLIGENCE AND OPERATIONAL INFORMATION REPORTING	P
CLANDESTINE SERVICES OPERATIONAL PROGRAMS	P

The trainee also received basic instruction and practical work in photography, including the use of a 35mm camera and in darkroom procedures; in audio-surveillance, and in the use of S/W and agent radio communications systems. In addition, he was given general familiarization on such subjects as surreptitious entry, documentation and authentication, observation and sketching.

OVERALL PERFORMANCE
P

This rating corresponds to the statement which most accurately reflects the student's level of performance and takes into account everything about him which influenced his effectiveness. This rating is a reflection of the degree to which the instructors feel that the student is both suitable and competent for overseas service in the Clandestine Services.

Overall performance ratings of all students in this class:

WEAK 0 ADEQUATE 0 PROFICIENT 40 STRONG [illegible] OUTSTANDING [illegible]

NARRATIVE COMMENTS

Significant strengths and weaknesses and their relationship to overall performance in the Operations Course. This section amplifies and explains, as necessary, the rating letters given above.

Mr. Flores' overall performance in this course was at the high proficient level. He is a very friendly and personable individual who put forth a good deal of effort to do well in the course. Mr. Flores takes a very practical approach to solving problems and his attitude throughout the course was excellent.

Mr. Flores acquired a good understanding of the principles and techniques of Clandestine Services operations, and in problems requiring face-to-face encounters with simulated agents in the live exercises he came through as a very friendly and personable individual. He was particularly effective in debriefing situations and demonstrated flexibility in meeting the problems that arose during the simulated agent meetings.

Mr. Flores demonstrated a good understanding of Clandestine Services programs in Foreign Intelligence, Counterintelligence and Covert Action. His performance was graded strong in handling of a simulated walk-in defector, and in a Counterintelligence case study and a Covert Action case study his understanding and analyses were judged highly proficient. He received a rating of adequate in photography.

Mr. Flores has good writing skills and acquired a thorough understanding of intelligence and operational reporting procedures and formats of the Clandestine Services. His intelligence reports were consistently complete, accurate and clear. His operational reports suffered occasionally from weak organization, and on one occasion he had difficulty distinguishing operational from intelligence information; but his reports were generally complete and accurate and showed a sound understanding of operational reporting requirements.

Mr. Flores is a personable and intelligent individual who got along very well with his colleagues and with the instructors. With his excellent attitude and strong desire for a career in the Clandestine Services together with his willingness to work hard, Mr. Flores should have little difficulty in developing into an effective case officer as he gets greater experience.

FOR THE DIRECTOR OF TRAINING:

Arthur P. Frizzell
Chief Instructor

23 August 1968
Date

S-E-C-R-E-T

TRAINING REPORT

Operations Course, Phase II-3-68
(416 hours, full-time)

4 March - 3 May 1968
(Date)

Student	:	FLORES, Daniel	Office	:	CTP/OTR
Year of Birth:		1935	Service Designation:		SJ
Grade	:	GS-07	No. of Students:		60 Began; 60 Finished
EOD	:	March 1962			

COURSE OBJECTIVES:

The course is designed to prepare junior clandestine services officers for duties related to the conduct of Special Operations. Upon completion of training, the officer will be capable of developing and implementing actions which will contribute to the elimination of subversive insurgency in the underdeveloped area of the world in furtherance of U.S. policy. He shall also be capable of developing plans for the conduct of Special Operations in support of United States military operations in wartime; and will be able to plan for the use of special ground, air, and maritime operations in direct support of other intelligence activities.

ACHIEVEMENT RECORD:

The performance rating and narrative comments below are derived from a synthesis of all observations and evaluations submitted on each trainee by the instructor staff. Student rating is indicated by the asterisk.

INCOMPLETE 0 ADEQUATE 0 PROFICIENT * 48 STRONG 12

NARRATIVE COMMENTS:

Mr. Flores is a self-sufficient, steady worker, who demonstrated an excellent ability to adapt himself to the various training situations. His proficient performance during Operations Course, Phase II-3-68 did not fluctuate appreciably from beginning to end.

Mr. Flores was always mentally alert, receptive to instruction and responsive to instructional exercises. He cheerfully accepted all responsibilities, consistently produced satisfactory results, and appeared to demonstrate a sense of pride in his accomplishments. His conscientious effort, sincerity, and cooperative attitude enabled him to develop a sound working relationship with his colleagues.

Continued on Page 2

TRAINING REPORT

Operations Course, Phase II-3-68
(416 hours, full-time)

4 March - 3 May 1968

Student : FLORES, Daniel

Office : CTP/OTR

Service Designation: SJ

NARRATIVE COMMENTS (Continued)

Of noteworthy mention was Mr. Flores' pleasant, industrious performance throughout the Jungle Environmental Training in Panama. He established a cheerful environment for his colleagues and completed assigned responsibilities with enthusiasm, determination and cooperation. His sustained high-level performance and ability to adapt to the terrain earned him the respect and appreciation of his classmates.

The degree of performance attained in the course indicates Mr. Flores has gained a sound familiarization of the Special Operations activities, responsibilities, skills, and concepts.

FOR THE DIRECTOR OF TRAINING:

Chief Instructor, Operations Course, Phase II

SECRET

TRAINING REPORT

NAME OF TRAINEE: Flores, Daniel

COURSE: CS RECORDS I & CS RECORDS II (Biographic Research)

DOB: 1935 SD: SJ

DATE: 9 - 16 May 1968

OFFICE: CTP GS: 07

HOURS: 30 - part time

OBJECTIVES

1. To provide briefing in the CS requirement for biographic research, the importance of this research in the investigative process, and in the importance of the role of the biographic researcher.

2. To provide instruction in the nature, content and means of access to repositories of biographic information in the CS and other elements of the Agency and the community.

3. To introduce the concept of research and investigation and the processes involved therein, and to provide practical work in research as done at headquarters.

4. To alert the students to the nature of analysis in producing finished reports of biographic research.

5. To provide practice in writing the report of biographic research.

METHOD OF INSTRUCTION

The course is presented by means of lecture, discussion and demonstration. More than fifty percent of the class time is devoted to an exercise in biographic research, an exercise in analysis of the materials recovered, and preparation of a report of the research.

ADJECTIVAL RATINGS USED IN THE TRAINING REPORT

EXCELLENT — Student demonstrated unusual competence in achieving the course objectives. His understanding of the course content was unusually thorough and perceptive. Where skills were taught, he demonstrated particular facility in their use.

✓ SATISFACTORY — Student's achievement of the course objectives was competent. He demonstrated good understanding of the course content. Where skills were taught, he demonstrated basic facility in their use.

UNSATISFACTORY — Student did not demonstrate adequate competence. Although he may have made some progress, he fell short of the minimum standards for achievement of the course objectives.

SECRET

NARRATIVE RATING OF ACHIEVEMENT:

Mr. Flores showed considerable ability and experience in his handling of the practical problem. He should have no trouble in doing work of this kind with a minimum of supervision.

Overall adjectival rating of achievement:

Satisfactory ✓

Overall adjectival ratings of achievement of all employees in the course:

EXCELLENT: 2 SATISFACTORY: 14 UNSATISFACTORY:

Attendance at this course does not provide the student with operational knowledge and background sufficient to qualify him as an independent researcher, capable of making operational judgments.

NOTE: CS Records I (Introduction to Records) is a prerequisite for this course.

FOR THE DIRECTOR OF TRAINING:

24 MAY 1968
Date

Charles H. Schafer
Chief Instructor

SECRET
(When Filled In)

TRAINING REPORT INTELLIGENCE TECHNIQUES COURSE (120 Hours)	COURSE NO.	NO. STUDENTS	DATE OF COURSE
	3-68	46	29 Jan - 13 Feb 1968

IDENTIFYING INFORMATION

NAME OF STUDENT	YOB	EOD DATE	OFFICE	GS	SD
FLORES, Daniel	35	Mar 1962	CTP	07	SJ

KEY TO RATINGS

W - Weak	*Ranges from inadequate to less than satisfactory.*
A - Adequate	*Has achieved the basic level required. Satisfactory, characterized neither by deficiency nor excellence.*
P - Proficient	*More than satisfactory. Has acquired a solid beginner's proficiency.*
S - Strong	*Exceptional proficiency. Characterized by thoroughness, initiative, originality, and an exceptional student understanding of the work involved in intelligence production.*
O - Outstanding	*Performance is so exceptional in relation to requirements and in comparison to the performance of others doing similar work as to warrant special recognition.*

EVALUATION OF PERFORMANCE IN SKILLS

BRIEFING	RATING	WRITING	RATING	ANALYSIS	RATING
	P		A+		P

OVER-ALL PERFORMANCE EVALUATION

The RATING LETTER reflects the over-all performance of the student in the course and is thus a measure of the extent to which the student possesses the skills and techniques required in the production of finished intelligence. The rating is not necessarily arrived at by mathematically averaging in the skills ratings, but takes into consideration any outstanding strengths or weaknesses that should be reflected in an evaluation of the performance of the student as a whole. The RATING LETTER is a consensus of the view of the faculty.

RATING: P-

REPORT OF OBSERVATIONS, JUDGMENTS AND IMPRESSIONS

This is a general, unspecific, narrative report of observations, judgments, and impressions. It includes intangible factors such as the student's attitude, cooperativeness, attentiveness, maturity, and judgment. It also includes the general impression the student has made on the faculty. This report will not be included unless the instructors believe that it would add something to the previous evaluation of performance in skills as well as to the evaluation of the OVER-ALL PERFORMANCE of the student.

☐ ....

FOR THE DIRECTOR OF TRAINING: [signature]
CHIEF, INTELLIGENCE PRODUCTION FACULTY
INTELLIGENCE SCHOOL

DATE

FORM 10-65 2070 USE PREVIOUS EDITIONS

SECRET

PERFORMANCE RECORD

The Challenge of World-Wide Communism

CT Class [illegible]

Course Description

A. Statement of Objectives

1. The student should recognize the challenge confronting the United States and the free world posed by the objectives, activities, and capabilities of World-Wide Communism.

2. The student should achieve a knowledge of the doctrine, organization and tactics of free-world Communist parties; and, similarly, of the capabilities, the policies, and the problems of the USSR and the People's Republic of China.

B. Course Method

1. Approximately one-half of the course is devoted to lectures, one-fourth to seminars, exercises and demonstrations, and one-fourth to individual study.

2. Student achievement is judged on the basis of performance in one written examination and participation in seminars and exercises.

NAME [illegible]

Written Work

Examination [illegible]

Oral Work

Seminars, Exercises [illegible]

Comment:

GROUP I
Excluded from automatic
downgrading and
declassification

14-00000

TRAINING REPORT

OPERATIONS FAMILIARIZATION COURSE no. 2-68
(152 hours, full-time)

2 Jan. - 26 Jan. 1968
(Date)

STUDENT : FLORES, Daniel

OFFICE : CIP

YEAR OF BIRTH: 1935

SERVICE DESIGNATION: SJ

GRADE : GS-07

NUMBER OF STUDENTS : 114 Began

EOD DATE : March 1962

114 Finished

COURSE OBJECTIVE AND CONTENT

The Operations Familiarization Course is a four-week course designed to provide the student with an understanding of the Clandestine Services programs, operational methods and reporting techniques. Special emphasis is given the basic elements of tradecraft, the fundamentals of operational and intelligence information reporting, and the Foreign Intelligence, Counterintelligence and Covert Action programs of the Clandestine Services. General orientation is also provided in special operations and staff communications.

METHODS

The instructional methods used included class discussions, lectures, films demonstrations, practical exercises and case studies. Practical exercises were conducted in operational and intelligence information reporting, surveillance, casing, handling of walk-in defectors and planning for, meeting and debriefing an agent. The operational programs of various Clandestine Services Divisions were discussed by representatives of the respective Headquarters components.

EVALUATION OF PERFORMANCE

The student's rating is based on understanding of the material presented as demonstrated by his participation in class discussions, the preparation of intelligence and operational reports, the application of operational principles in the practical exercises and the grade received on a comprehensive written examination given in the final week of the course which covered all areas of course content. Other factors considered in determining the final rating were the student's interest, attitude and preparation for assignments. The number of students receiving each adjectival rating on overall course performance is shown below. This student's rating is indicated by an asterisk. Explanatory narrative comments are included with a rating of ADEQUATE or STRONG. When considered pertinent by the training staff, comments may also be included with a PROFICIENT (average) rating.

UNSATISFACTORY	ADEQUATE	* PROFICIENT	STRONG
1	1	87	25

Mr. Flores' overall performance in the course was at the solid proficient level. It should be noted that he demonstrated a particularly good attitude throughout the course. He took full advantage of the training offered to increase his knowledge of the Clandestine Services.

FOR THE DIRECTOR OF TRAINING

Arthur [illegible]
Chief, [illegible]

9 Feb. 1968
DATE

S-E-C-R-E-T

ORIENTATION TO INTELLIGENCE FOR CT'S
(Class of December 1967)

STUDENT	: Daniel FLORES	Duration:	11-22 December 1967 (30 hours, full time)
YEAR OF BIRTH:	1935	OFFICE	: CT
GRADE	: GS-07	SERVICE DESIGNATION:	SJ
EOD	: March 1962	NUMBER OF STUDENTS :	88

COURSE OBJECTIVES - CONTENT AND METHODS

In the Orientation to Intelligence Course the objectives are: (1) to instruct the student in the basic concepts and terminology of intelligence; (2) to describe the history of U.S. intelligence and the current role of intelligence in the national security structure; (3) to outline the composition and mission of the intelligence community, noting the Agency's significant role therein; (4) to define the mission of CIA in supporting the DCI and to identify the functions of the Agency's major components, particularly in the collection, production, and dissemination of intelligence; and (5) to identify and discuss major problems facing the Agency. The area surveys and "Articulating the United States" elements of the course are designed to introduce the students briefly to some of the intelligence problems presented by major regions of the free world and to stimulate thought about the American way of life and its relationship to these areas.

Instructional techniques include lectures given by members of the Orientation and Briefing Faculty, guest speakers from Agency components, seminars, directed reading, review exercises, training films, and intelligence exhibits.

ACHIEVEMENT RECORD

The individual student evaluation is based on his score achieved on a written examination given at the conclusion of the course. This test, consisting of 100 items, covered all major aspects of the course content. The rating assigned to this student is:

PROFICIENT

The evaluation system used was as follows:

O = Outstanding - 0-3 wrong
S = Strong - 4-8 wrong
P = Proficient - 9-15 wrong
A = Adequate - 16-25 wrong
W = Weak - 26- wrong

FOR THE DIRECTOR OF TRAINING: Lawrence C. B[illegible]   8 January 1968
Chief, Orientation & Briefing Faculty   Date

14-00000

CONFIDENTIAL

26 October 1967

MEMORANDUM FOR: Daniel Flores

THROUGH : Executive Secretary
CSCT Selection Board

SUBJECT : Application for Career Training Program

1. I am pleased to inform you that you have been accepted for the Career Training Program. Let me congratulate you and wish you the maximum profit and pleasure from your proposed training.

2. You will remain with your present Component until the beginning of the next Integrated Training Program, to begin 11 December. At that time you will be reassigned to the CTP T/O where you will remain until your training has been completed.

3. Should you have any further questions, do not hesitate to call on the Program Officers.

ROBERT B. FREEMAN
Chief, CTP

CONFIDENTIAL

14-00000

SECRET
(When Filled In)

MILITARY STATUS QUESTIONNAIRE
(READ INSTRUCTIONS ON REVERSE SIDE)

DO NOT WRITE IN SPACES BELOW

1. THIS DATE (Month-day-year): March 15, 1962
1-6. SERIAL NUMBER: 056100

2. NAME (Last-first-middle): Eckles, Daniel (G)
7-24. NAME:

3. DATE OF BIRTH (Month-year): August 1935
4. SEX: (1) MALE [X] (2) FEMALE [ ]
25-28. DOB: 0835
29. SEX: 1

5. OFFICE TO WHICH ASSIGNED: DDP/OPSER/RI
6. SCHEDULE AND GRADE: GS-04
30-31. OFFICE CODE: 59
32-34. SCHD.: GS
35-36 GR.: 04

7. SUBJECT TO CURRENT DRAFT: YES [ ] NO [X]
8. INDICATE DRAFT CLASSIFICATION, IF ANY:
37. DRAFT STATUS: 2
38-39. CLASS.:

VETERANS COMPLETE THE FOLLOWING

9. BRANCH OF SERVICE ON SEPARATION (Check one): (1) ARMY [ ] (2) NAVY [ ] (3) MARINE [X] (4) AIR FORCE [ ] (5) COAST GUARD [ ]
10. MIL. GRADE ON SEPARATION: Cpl. (E4)
10A. YRS/MOS OF ACTIVE SERVICE: 4 yrs.
40. BRANCH SERVICE: 3
41-42. MIL. GRADE: E4

11. STATUS AT TIME OF SEPARATION (Check one): (1) REGULAR [X] (2) RESERVE [ ] (3) DRAFTEE [ ] (4) OTHER (Specify in Comments) [ ]
43. STATUS AT SEPARATION: 1

12. TYPE OF SEPARATION (Check one)

PLEASE NOTE

ALTHOUGH YOU MAY HAVE A SERVICE CONNECTED DISABILITY, DO NOT CHECK THE BOX "RETIRED-SERVICE CONNECTED DISABILITY" UNLESS YOU WERE ACTUALLY RETIRED FOR THIS REASON. IF OTHERWISE, CHECK "HONORABLE DISCHARGE" OR "RELEASED TO INACTIVE DUTY" AS APPROPRIATE, EVEN THOUGH YOU MAY BE DRAWING A DISABILITY ALLOWANCE OR COMPENSATION.

[ ]	(1) RELEASED TO INACTIVE DUTY	[ ]	(5) RETIRED-AGE
[X]	(2) HONORABLE DISCHARGE	[ ]	(6) RETIRED-SERVICE CONNECTED DISABILITY
[ ]	(3) RETIRED-20 (or more) YRS. SERVICE	[ ]	(7) RETIRED-COMBAT DISABILITY
[ ]	(4) RETIRED-LESS THAN 20 YRS. SERVICE	[ ]	(8) OTHER-SPECIFY UNDER COMMENTS

44. TYPE OF SEPARATION (A-less than 8 yrs; B-8 yrs or more)

1 A	3 A	5 A	7 A
1 B	3 B	5 B	7 B
2 A (circled)	4 A	6 A	8 A
2 B	4 B	6 B	8 B

MEMBERS OF RESERVE FORCES COMPLETE THE FOLLOWING

13. RESERVE BRANCH OR SERVICE:
14. ORIGINAL ENTRY DATE IN ARMED SERVICES:
45. BRANCH SERVICE:
46-49. ENTRY DATE:

15. SERVICE SERIAL NO.:
16. MOS, AFSC, DESIGNATOR, OR RATING:
50-59. SERV. SER. NO.:
60-64. MOS, AFSC, ETC.:

17. MIL. GRADE:
18. RESERVE CATEGORY (Check one): (1) READY [ ] (2) STANDBY [ ] (3) RETIRED [ ]
65-66. MIL. GRADE:
67. CATEGORY:

19. EXPIRATION DATE OF APPOINTMENT OR ENLISTMENT (Month and year):
68-71. EXPIRATION DATE:

20. MIL. MOBILIZATION ASSIGNMENT:
72. MOBILIZATION ASSIGNMENT:

21. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED:
73. ASSIGNMENT UNIT:

74. MOBILIZATION CATEGORY:

22. COMMENTS

FORM 536 OBSOLETE PREVIOUS EDITION.

SECRET

(4)

CIA INTERNAL USE ONLY
(Classify When Filled In)

OUTSIDE ACTIVITY APPROVAL REQUEST

SEE HR 10-7 BEFORE SUBMITTING TO EAB AN ORIGINAL AND 3 COPIES OF THIS FORM

TO: DIRECTOR OF SECURITY; ATTN: EMPLOYEE ACTIVITY BRANCH

DATE: 16 April 1962

THROUGH: (Operating official, administrative and/or security officer)

JOHN A. MAYO, Jr.
Security Officer, RID

FROM:

NAME AND GRADE OF EMPLOYEE (Print or type)	COMPONENT	ROOM NO. AND BLDG.	PHONE
FLORES, Daniel GS-04	DDP/OPSER/RID/RB/IN	1 B 4003	6727

1. DESCRIPTION OF OUTSIDE ACTIVITY FOR WHICH APPROVAL IS REQUESTED:

Bartender

2. FULL NAMES OF ORGANIZATION AND/OR PERSONS INVOLVED

Bartenders Union Local Old 75 **Mr. Patrick Duffy**

3. DATE(S) OF PARTICIPATION AND LOCALE OF ACTIVITY

On call different days of the week.
914 F Street, N. W.
Washington, D. C.

4. REMARKS

In engaging in the requested activity I will make no reference to, or discuss my CIA assignments or duties nor will I make reference to or discuss my CIA employment except as authorized by Headquarters Regulation 10-7.

Daniel Flores
SIGNATURE OF REQUESTING EMPLOYEE

5. CONCURRENCES AND/OR APPROVAL WITHIN OPERATING OFFICE

(signed) John M. Wigglesworth
JOHN M. WIGGLESWORTH
Chief, RID/ADMIN

FOR COMPLETION BY EMPLOYEE ACTIVITY BRANCH AND RETURN OF ORIGINAL TO EMPLOYEE

OP

20 Apr 62

W. A. Osborne

14-00000

Standard Form No. 2809
CHAPTER 1-5 FPM

HEALTH BENEFITS REGISTRATION FORM

FEDERAL EMPLOYEES HEALTH BENEFITS ACT OF 1959

No. 4536490

PART A
ALL WHO REGISTER MUST FILL IN THIS PART

1. NAME (LAST) (FIRST) (INITIAL IN FULL): FLORES
2. DATE OF BIRTH (Month, Day, Year)
3. Are you now married? YES [X] NO [ ]
4. YOUR MAILING ADDRESS (NUMBER AND STREET) (CITY AND ZONE NUMBER) (STATE)
5. SEX: MALE [X] FEMALE [ ]
6. Are you covered by, or is any family member covered by, or enrolling in a plan under the Federal Employees Health Benefits Act of 1959 through the enrollment of another United States or District of Columbia Government employee or annuitant? YES [ ] NO [X]
7. Place an "X" in proper box to show your annual basic salary range: UNDER $4,000 [X] 1; $4,000 TO $5,999 [ ] 2; $6,000 TO $9,999 [ ] 3; $10,000 OR OVER [ ] 4

PART B
FILL IN THIS PART IF YOU WISH TO ENROLL IN A HEALTH BENEFITS PLAN

1. I elect to enroll in a health benefits plan as shown below. I authorize deductions to be made from my salary, compensation, or annuity to cover my share of the cost of the enrollment. (Copy the information requested below from inside cover of brochure of the plan you select.)

NAME OF PLAN	OPTION (HIGH OR LOW)	ENROLLMENT CODE NUMBER
Government Employees Health Association Benefit Plan (handwritten, partly illegible)	HIGH	4 1 2

2. In space below list all eligible family members without exception. List your wife or husband first, then your unmarried children under age 19, including legally adopted children, and stepchildren and illegitimate children who live with you in a regular parent-child relationship. Include also any unmarried child over 19 who became disabled before age 19 and who, because of the disability, is incapable of self-support. (Attach a doctor's certificate for a disabled child age 19 or over.)

If enrollment is for self only, answer item 3. If enrollment is for self and family, also answer item 2 and item 3 if it applies.

NAMES OF FAMILY MEMBERS	DATE OF BIRTH (Month, Day, Year)		NAMES OF FAMILY MEMBERS	DATE OF BIRTH (Month, Day, Year)	
Wife or Husband [illegible]	[illegible]	1			6
		2			7
		3			8
		4			9
		5			10

THIS PART MUST ALSO BE FILLED IN IF YOU CHANGE YOUR ENROLLMENT

3. If you are a female (employee or annuitant), does the family listed above include a husband who is incapable of self-support because of mental or physical disability which can be expected to continue for more than one year? (If answer is "yes," attach a doctor's certificate.) YES [ ] NO [ ]

PART C
FILL IN THIS PART IF YOU DO NOT WISH TO ENROLL OR IF YOU WISH TO CANCEL YOUR ENROLLMENT

ANSWER ITEM 1 OR ITEM 2, WHICHEVER APPLIES, AND ANSWER ITEM 3

1. I do not wish to enroll in any plan under the Health Benefits Act. [ ]
2. I elect to cancel my present enrollment under the Health Benefits Act [ ]
3. The reason for my election is (Place an "X" in proper box)
   (a) I am covered by a plan under the Health Benefits Act through the enrollment of my husband, wife, or parent. [ ] 1
   (b) I am covered by a health insurance plan which is not under the Health Benefits Act [ ] 2
   (c) Any other reason [ ] 3

PART D
FILL IN THIS PART IF YOU WISH TO CHANGE YOUR ENROLLMENT

I elect to change my enrollment as shown by the enrollment number and other information in Part B.
1. Enrollment code number of present plan
2. The type of event which permits change (See table on back of duplicate for proper number)
3. Date of event which permits change: MONTH DAY YEAR

PART E
ALL WHO REGISTER MUST FILL IN THIS PART

(signature) (YOUR SIGNATURE—DO NOT PRINT) (DATE)

WARNING.—Any intentional false statement in this application or willful misrepresentation relative thereto is a violation of the law punishable by a fine of not more than $10,000 or imprisonment of not more than 5 years, or both. (18 U.S.C. 1001.)

PART F
TO BE COMPLETED BY AGENCY

1. NAME AND ADDRESS OF EMPLOYING OFFICE (handwritten, illegible)
   HEALTH BENEFITS OFFICER
   (SIGNATURE OF AUTHORIZED AGENCY OFFICIAL)
2. DATE RECEIVED IN EMPLOYING OFFICE: [illegible]
3. EFFECTIVE DATE OF ELECTION: [illegible]
4. PAYROLL OFFICE NO.
5. PAYROLL ACTION (INITIALS AND DATE)

REMARKS
FOR USE ONLY BY EMPLOYING AGENCY

2809-103

Triplicate—To Employing Office

SEPT. 1959

14-00000

CONFIDENTIAL
(when filled in)

MEMORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Handbook 20-4, Employee Conduct, dated 29 August 1961.

[signature]
Signature

15 [illegible] 1962
Date

CONFIDENTIAL

14-00000

STANDARD FORM 61
REVISED JUNE 195[illegible]
U. S. CIVIL SERVICE COMMISSION
F. P. M. CHAPTER A6

APPOINTMENT AFFIDAVITS

IMPORTANT.—*Before swearing to these appointment affidavits, you should read and understand the attached information for appointee*

CENTRAL INTELLIGENCE AGENCY (Department or agency) ..... (Bureau or division) WASHINGTON, D. C. (Place of employment)

I, FLORES, DANIEL, do solemnly swear (or affirm) that—

A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, SO HELP ME GOD.

B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

I am not a Communist or Fascist. I do not advocate nor am I knowingly a member of any organization that advocates the overthrow of the constitutional form of the Government of the United States, or which seeks by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) that I will not so advocate, nor will I knowingly become a member of such organization during the period that I am an employee of the Federal Government or any agency thereof.

C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not participating in any strike against the Government of the United States or any agency thereof, and I will not so participate while an employee of the Government of the United States or any agency thereof. I do not and will not assert the right to strike against the Government of the United States or any agency thereof while an employee of the Government of the United States or any agency thereof. I do further swear (or affirm) that I am not knowingly a member of an organization of Government employees that asserts the right to strike against the Government of the United States or any agency thereof and I will not, while an employee of the Government of the United States or any agency thereof, knowingly become a member of such an organization.

D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not, nor has anyone acting in my behalf, given, transferred, promised or paid any consideration for or in expectation or hope of receiving assistance in securing such appointment.

E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

The answers given in the Declaration of Appointee on the reverse of this form are true and correct.

11 March 1962 (Date of entrance on duty) ..... Daniel Flores (Signature of appointee)

Subscribed and sworn before me this 12th day of March A. D. 19 62,

at Washington, (City) D. C. (State)

[SEAL] ..... [signature] (Signature of officer)

Appointment Clerk (Title)

NOTE.—*The oath of office must be administered by a person specified in 5 U. S. C. 16 or by a person designated to administer oaths under Section 2, Act of June 26, 1943, 5 U. S. C. 16a. If by a Notary Public, the date of expiration of his commission should be shown.*

DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Answer all questions. Admitted unfavorable information about such matters as arrests or discharges will be considered together with the favorable information in your record in determining your present fitness for Federal employment. However, a false statement or dishonest answer to any question may be grounds for dismissal after appointment and is punishable by law.

1 PRESENT ADDRESS (street and number, city and State)
2528 Connecticut Ave. N.W. # 305. Washington 8, D.C.

2 (A) DATE OF BIRTH
August 4, 1935

(B) PLACE OF BIRTH (city and State or city and foreign country)
San Marcos, Texas

3 (A) IN CASE OF EMERGENCY, PLEASE NOTIFY
Mrs. Daniel Flores

(B) RELATIONSHIP
Wife

(C) STREET AND NUMBER, CITY AND STATE
2525 Connecticut Ave, N.W., Wash, 8, DC

(D) TELEPHONE NO
DE-7-5444
265-5522

4 DOES THE UNITED STATES GOVERNMENT EMPLOY, IN A CIVILIAN CAPACITY, ANY RELATIVE OF YOURS (EITHER BY BLOOD OR MARRIAGE) WITH WHOM YOU LIVE OR HAVE LIVED WITHIN THE PAST 24 MONTHS? ☐ YES ☐ NO
If so, for each such relative fill in the blank below. If additional space is necessary, complete under Item 12

NAME	POST OFFICE ADDRESS (Give street number, if any)	(1) POSITION (2) TEMPORARY OR NOT (3) DEPARTMENT OR AGENCY IN WHICH EMPLOYED	RELATIONSHIP	MAR-RIED (Check one)	SIN-GLE
		1. 2. 3.			
		1. 2. 3.			
		1. 2. 3.			

INDICATE ANSWER BY PLACING "X" IN PROPER COLUMN	YES	NO
5 (A) ARE YOU A CITIZEN OF THE UNITED STATES OF AMERICA, OR (B) AS A NATIVE OF AMERICAN SAMOA DO YOU OWE ALLEGIANCE TO THE UNITED STATES OF AMERICA?	X	
6 ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY? *If your answer is "Yes," give details in Item 12*		X
7 DO YOU RECEIVE OR HAVE YOU APPLIED FOR AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? *If your answer is "Yes" give details in Item 12*		X
8 SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT, HAVE YOU BEEN ARRESTED, CHARGED OR HELD BY FEDERAL, STATE, OR OTHER LAW ENFORCEMENT AUTHORITIES FOR ANY VIOLATION OF ANY FEDERAL LAW, STATE LAW, COUNTY OR MUNICIPAL LAW, REGULATION OR ORDINANCE? DO NOT INCLUDE TRAFFIC VIOLATIONS FOR WHICH A FINE OF $25 OR LESS WAS IMPOSED. ALL OTHER CHARGES MUST BE INCLUDED EVEN IF THEY WERE DISMISSED. *If your answer is "Yes" give in Item 12 for each case, (1) approximate date, (2) charge, (3) place, (4) action taken.*		X
9 SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT, HAVE YOU BEEN DEBARRED BY THE U.S. CIVIL SERVICE COMMISSION FROM TAKING EXAMINATIONS OR ACCEPTING CIVIL SERVICE APPOINTMENTS? *If your answer is "Yes" give dates of and reasons for such debarment in Item 12*		X

INDICATE ANSWER BY PLACING "X" IN PROPER COLUMN	YES	NO
10 (A) HAVE YOU EVER FILED A WAIVER OF LIFE INSURANCE COVERAGE UNDER THE FEDERAL EMPLOYEES GROUP LIFE INSURANCE ACT?		X
(B) IF YOU HAVE FILED SUCH A WAIVER, HAS IT BEEN CANCELED OR REVOKED?		
11 SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT, A. HAVE YOU BEEN DISCHARGED FROM EMPLOYMENT BECAUSE: (1) YOUR CONDUCT WAS NOT SATISFACTORY?		X
(2) YOUR WORK WAS NOT SATISFACTORY?		X
B. HAVE YOU RESIGNED AFTER OFFICIAL NOTIFICATION THAT, (1) YOUR CONDUCT WAS NOT SATISFACTORY?		X
(2) YOUR WORK WAS NOT SATISFACTORY?		X
C. HAVE YOU BEEN DISCHARGED FROM THE ARMED SERVICES UNDER OTHER THAN HONORABLE CONDITIONS? *If your answer to A, B or C is "Yes" give details in Item 12 as clearly as you can remember, including the name and address of employer, approximate date, and reasons in each case*		X

12 SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS (Indicate item numbers to which answers apply.)

ITEM NO.		ITEM NO.	

INSTRUCTIONS TO APPOINTING OFFICER. You must determine that the appointment would be in conformance with the Civil Service Act, applicable Civil Service Rules and Regulations, and acts of Congress pertaining to appointment. This form should be checked for finding of office, previous, any record of arrest, discharge or arrest, age, citizenship and member of family. Also, to establish the identity of the appointee, you should [illegible] (1) his signature and handwriting against the application and/or other pertinent papers and (2) his physical appearance against the medical certificate.

[illegible]

14-00000

STANDARD FORM 144
REVISED SEPTEMBER 1964
U. S. CIVIL SERVICE COMMISSION
FPM CHAPTERS 11, 81, AND 52

STATEMENT OF PRIOR FEDERAL CI[illegible]IAN AND MILITARY SERVICE AND DETERMINATION OF COMPETITIVE STATUS

IMPORTANT: The information on this form will be used (1) in determining creditable service for leave purposes and retention credits for reduction in force, and (2) in recording agency determination of competitive status. The employee should complete Part I and the Personnel Office should complete Parts II through V.

PART I.—EMPLOYEE'S STATEMENT

1. NAME (*Last, first, middle initial*): FLORES, DANIEL

2. DATE OF BIRTH: August 4, 1935

3. LIST THE FOLLOWING INFORMATION CONCERNING ALL FEDERAL AND DISTRICT OF COLUMBIA SERVICE YOU HAVE HAD PRIOR TO YOUR PRESENT APPOINTMENT (*Do not include military service.*)

NAME AND LOCATION OF AGENCY	FROM— YEAR	MONTH	DAY	TO— YEAR	MONTH	DAY	TYPE OF APPOINTMENT IF KNOWN

4. LIST PERIODS OF ACTIVE SERVICE IN ANY BRANCH OF THE ARMED FORCES OF THE UNITED STATES. IF YOU HAD NO ACTIVE MILITARY SERVICE, WRITE "NONE."

BRANCH	FROM— YEAR	MONTH	DAY	TO— YEAR	MONTH	DAY	DISCHARGE (*Hon or dishon ?*)
UNITED STATES MARINE CORPS.	1957	July	25	1961	July	25	Honorable

5. DURING PERIODS OF EMPLOYMENT SHOWN IN ITEM 3, DID YOU HAVE A TOTAL OF MORE THAN 6 MONTHS ABSENCE WITHOUT PAY, INCLUDING PERIODS OF MERCHANT MARINE SERVICE, DURING ANY ONE CALENDAR YEAR? ☐ YES ☐ NO
IF ANSWER IS "YES," LIST FOLLOWING INFORMATION.

TYPE IF KNOWN (*LWOP, Furl, Susp, AWOL, Mer Mar*)	FROM— YEAR	MONTH	DAY	TO— YEAR	MONTH	DAY	TOTAL YEARS	MONTHS	DAYS

6. DURING THE FEDERAL SERVICE LISTED IN ITEM 3, DID YOU ACQUIRE A PERMANENT COMPETITIVE CIVIL SERVICE STATUS?
☐ YES ☐ NO
(*If answer is "Yes," in what agency were you employed at the time status was acquired?*)

7. ARE YOU
A. THE WIFE OF A DISABLED VETERAN? ☐ YES ☐ NO
B. THE MOTHER OF A DECEASED OR DISABLED VETERAN? ☐ YES ☐ NO
C. THE UNREMARRIED WIDOW OF A VETERAN? ☐ YES ☐ NO

8. TO BE EXECUTED BEFORE A NOTARY PUBLIC OR OTHER PERSONS AUTHORIZED TO ADMINISTER OATHS

I swear (or affirm) that the above statements are true to the best of my knowledge and belief.

12 March 1962 (DATE) — Daniel Flores (SIGNATURE)

Subscribed and sworn to before me on this 12th day of Mar, 19 62 at Washington, D. C. (MONTH) (CITY) (STATE)

SEAL

Shirley [illegible]

NOTE.—If oath is taken before a Notary Public, the date of expiration of his Commission should be shown.

PART II.—THIS COLUMN IS FOR PERSONNEL OFFICE USE

9. RETENTION GROUP

10. A. C/C STATUS ☐ YES ☐ NO
B. TYPE OF PRESENT APPOINTMENT

11. SERVICE

YEAR	MONTH	DAY
4	—	—

12. TOTAL SERVICE: 4 — —

13. NONCREDITABLE SERVICE (*Leave purposes only*):

14. NONCREDITABLE SERVICE (*RIF purposes only*):

15. REEMPLOYMENT RIGHTS ☐ YES ☐ NO

16. RETENTION RIGHTS ☐ YES ☐ NO

17. EXPIRATION DATE OF RETENTION RIGHTS

INSTRUCTIONS: File this form on the permanent side of the employee's official personnel folder immediately before or after the personnel action involved.

(OVER)

14-00000

CONFIDENTIAL
(When Filled In)

Complete in duplicate. The data recorded on this form is essential in determining travel expenses allowable in connection with leave at government expense, overseas duty, return to residence upon separation, and for providing current residence and dependency information required in the event of an employee emergency. The original of this form will be filed in the employee's official personnel folder.

NAME OF EMPLOYEE (Last)	(First)	(Middle)	SOCIAL SECURITY NUMBER
FLORES	DANIEL	(A)	462-38-6630

1. RESIDENCE DATA

PLACE OF RESIDENCE WHEN INITIALLY APPOINTED	LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad)
2828 Connecticut Ave., Wash. 8, DC	
PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE	**HOME LEAVE RESIDENCE**
2828 Connecticut Ave. Wash. 8, DC	

2. MARITAL STATUS (Check one)

SINGLE	MARRIED	SEPARATED	DIVORCED	WIDOWED	ANNULLED
	✓				

IF MARRIED, PLACE OF MARRIAGE	DATE OF MARRIAGE
Lima, Peru, South America	Oct. 14, 1961
IF DIVORCED, PLACE OF DIVORCE DECREE	**DATE OF DECREE**
IF WIDOWED, PLACE SPOUSE DIED	**DATE SPOUSE DIED**

IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

3. MEMBERS OF FAMILY

NAME OF SPOUSE	ADDRESS (No., Street, City, Zone, State)	TELEPHONE NO.	
Dorothy A. Flores	2828 Connecticut Ave. N.W.	265-8322	
NAMES OF CHILDREN	**ADDRESS**	**SEX**	**DATE OF BIRTH**
NAME OF FATHER (Or male guardian)	**ADDRESS**	**TELEPHONE NO.**	
Jose D. Flores	501 S. Guadalupe St., San Marcos, Texas		
NAME OF MOTHER (Or female guardian)	**ADDRESS**	**TELEPHONE NO.**	
Catarina R. Flores	501 S. Guadalupe St., San Marcos, Texas		

WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY.

4. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY

NAME (Mr., Mrs., Miss) (Last-First-Middle)	RELATIONSHIP
Flores, Daniel Arnett	Wife
HOME ADDRESS (No., Street, City, Zone, State)	**HOME TELEPHONE NUMBER**
2828 Conn. Ave., N.W., Wash. 8, D.C.	265-8322
BUSINESS ADDRESS (No., Street, City, Zone, State) AND NAME OF EMPLOYER, IF APPLICABLE	**BUSINESS TELEPHONE & EXTENSION**
1000 16th St., N.W., Washington 6, DC	RE 7-5444

IS THE INDIVIDUAL NAMED ABOVE WITTING OF YOUR AGENCY AFFILIATION? (If "No" give name and address of organization he believes you work for.)	YES	✓
	NO	
IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF? (If "No" give name and address of person, if any, who can make such decisions in case of emergency.)	YES	X
	NO	
DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE? (If answer is "No" explain why in item 6.)	YES	X
	NO	

The persons named in item 3 above may also be notified in case of emergency. If such notification is not desirable because of health or other reasons, please so state in item 6 on the reverse side of this form.

CONTINUED ON REVERSE SIDE

CURRENT RESIDENCE AND DEPENDENCY REPORT

14-00000

CONFIDENTIAL
(When Filled In)

5. **VOLUNTARY ENTRIES**

Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.

INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.

Union Trust Co., Wash. D.C. – Daniel or Dorothy A. Flores
Bank of California, Portland Ore, Daniel or Dorothy A. Flores

HAVE YOU COMPLETED A LAST WILL AND TESTAMENT? [ ] YES [X] NO. (If "Yes" where is document located?)

HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS?
[ ] YES [ ] NO. (If "Yes" give name(s) and address)

HAVE YOU EXECUTED A POWER OF ATTORNEY? [ ] YES [X] NO. (If "Yes", who possess the power of attorney?)

6. **ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS**

SIGNED AT	DATE	SIGNATURE
Washington DC	March 13 1962	[signature]

CONFIDENTIAL

[X] SECRET [ ] CONFIDENTIAL [ ] INTERNAL USE ONLY [ ] UNCLASSIFIED

REQUEST FOR MEDICAL EVALUATION

Request date	12 Sept 77
Applicant has applicant previously been seen by OMS	[X] yes [ ] no
	X Dependents / Employee
Name	Flores, Daniel
Social Security No.	460-48-6230
	[redacted]
DOB	4 Aug 35
Sex	M
Grade	13
	All
Directorate/Office Division	DDO/LA
Ext.	5270
Position	Ops Officer

13 Dependent name	14 Soc Sec No		16 DOB	17 Sex	18 Relationship	19 Dependent previously seen by OMS (yes, no)
Flores, Dorothy		[redacted]	31Jan35	F	wife	yes
Flores, Xola M.			15Mar74	F	dau	yes

20 REQUESTED ACTION (more than one action is acceptable)

APPLICANT		PRE EMPLOYMENT		EOD
ASSIGNMENTS	X	O/S PCS	STATION: Mexico City	ETD STA: 14 Oct 77 / NO. OF DEPENDENTS TO ACCOMPANY OR RETURN: 2
		O/S TDY	TYPE COVER: Nominal State	POSITION: Ops Officer
		O/S RETURNEE	FITNESS FOR DUTY	OTHER (specify)
		O/S TDY STANDBY	RETURN TO DUTY	
		O/S PLANNING	SPECIAL TRAINING	
SEPARATION		RETIREMENT	MDR/CIARDS	MDR/CSC
ROUTINE		REGULAR ANNUAL	EXECUTIVE ANNUAL	MPT/PHE

21 COMMENTS

Assignment to Tokyo, Japan has been cancled, Subject is now being considered for Mexico City.

22 Requesting Directorate Office Div	23 Room/Bldg	24 Extension	25 Signature of Requesting Officer
DDO/LA/PERS	3D3103 Hqs	5270	Diane M. Hoy

FOR OMS USE ONLY

FOR APPLICANTS	COMMENTS
APPROVE PROCESSING FOR EOD	
HOLD PENDING RECEIPT OF ADDITIONAL MEDICAL INFORMATION	
REQUEST PRE EMP MEDICAL EVALUATION	
OTHER	DATE / OMS SIGNATURE

FOR OTHER ACTIONS

REQUESTED ACTION	QUAL	COND QUAL	DEFER	DISQUAL

COMMENTS:

QUALIFIED FOR OS. DEPS MUST BE RE-EVALUATED PRIOR TO FUTURE OS PCS.

26 OCT 1977

OMS ACCOUNTABILITY CODE / EXAMINATION FACILITY / DATE / OMS SIGNATURE

[ ] UNCLASSIFIED [ ] INTERNAL USE ONLY [ ] CONFIDENTIAL [ ] SECRET

FORM 2598

4 - OMS

14-00000

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION

1. DATE OF REQUEST: 28 July 1976

2. NAME (Last, First, Middle): Flores, Daniel DOB: 4 August 1935

3. POSITION TITLE: Instructor

4. GRADE: GS-12

5. OFFICE DIVISION BRANCH: OTR/FTD/OTB

6. EMPLOYEE'S EXT.: 5191

7. PURPOSE OF EVALUATION

- [ ] PRE-EMPLOYMENT
- [ ] ENTRANCE ON DUTY
- [X] TDY STANDBY
- [ ] SPECIAL TRAINING
- [ ] ANNUAL
- [ ] RETURN TO DUTY
- [ ] FITNESS FOR DUTY
- [ ] MEDICAL RETIREMENT
- [ ] HDQS/TDY
- [ ] OVERSEAS ASSIGNMENT

ETD	
STATION	
TDY OR PCS	
TYPE OF COVER	
NO. OF DEPENDENTS TO ACCOMPANY	
NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED	

- [ ] RETURN FROM OVERSEAS

ETA	
STATION	
NO. OF DEP.'S	

8. OVERSEAS PLANNING EVALUATION (One block must be checked)

- [ ] YES
- [ ] NO

9. REQUESTING OFFICER

SIGNATURE: Phronsie A. Joynes

ROOM NO. & BUILDING: 6E67 Hqs. EXT. 5191

10. COMMENTS

Destination: World-Wide

11. REPORT OF EVALUATION

Qualified for TDY Standby until 1 August 1978.

DATE: 31 August 1976

SIGNATURE FOR CHIEF OF MEDICAL STAFF: William T.Golder, OMS/PEO

FORM 259 USE PREVIOUS EDITIONS 9-73 SECRET E 2 IMPDET CL BY 007622 (26)

14-00000

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION

1. DATE OF REQUEST: 18 June 1976

2. NAME (Last, First, Middle): Flores, Daniel DOB 1935

3. POSITION TITLE: Instructor

4. GRADE: GS-13

5. OFFICE DIVISION BRANCH: OTR/FTD/OTB

6. EMPLOYEE'S EXT.: 5191

7. PURPOSE OF EVALUATION

- [ ] PRE-EMPLOYMENT
- [ ] ENTRANCE ON DUTY
- [x] TDY STANDBY
- [ ] SPECIAL TRAINING
- [ ] ANNUAL
- [ ] RETURN TO DUTY
- [ ] FITNESS FOR DUTY
- [ ] MEDICAL RETIREMENT
- [ ] HQOS/TDY
- [ ] OVERSEAS ASSIGNMENT

ETD:
STATION:
TDY OR PCS:
TYPE OF COVER:
NO. OF DEPENDENTS TO ACCOMPANY:
NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED:

- [ ] RETURN FROM OVERSEAS

ETA:
STATION:
NO. OF DEP.'S:

8. OVERSEAS PLANNING EVALUATION (One block must be checked)

- [ ] YES
- [ ] NO

9. REQUESTING OFFICER

SIGNATURE: [signature]
Phronsie A. Joynes

ROOM NO. & BUILDING: 6D57 Hqs.

EXT.: 5191

10. COMMENTS

11. REPORT OF EVALUATION

Qualified for TDY Standby until 1 August 1978.

DATE: 31 August 1976

SIGNATURE FOR CHIEF OF MEDICAL STAFF: William T. Golder, OMS/PEO

FORM 9-71 259 USE PREVIOUS EDITIONS

SECRET

E 2 IMPDET CL BY 007622

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION

1. DATE OF REQUEST: 10 Mar 75

2. NAME (Last, First, Middle): Flores, Daniel (NMN) 4-35

3. POSITION TITLE: Ops Officer

4. GRADE: GS-12

5. OFFICE DIVISION BRANCH: DDO/LA/COG

6. EMPLOYEE'S EXT.: 7265

7. PURPOSE OF EVALUATION

- [ ] PRE-EMPLOYMENT
- [ ] ENTRANCE ON DUTY
- [XX] TDY STANDBY
- [ ] SPECIAL TRAINING
- [ ] ANNUAL
- [ ] RETURN TO DUTY
- [ ] FITNESS FOR DUTY
- [ ] MEDICAL RETIREMENT
- [ ] HDQS/TDY
- [ ] OVERSEAS ASSIGNMENT
  - ETD
  - STATION
  - TDY OR PCS
  - TYPE OF COVER
  - NO. OF DEPENDENTS TO ACCOMPANY
  - NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED
- [ ] RETURN FROM OVERSEAS
  - ETA
  - STATION
  - NO. OF DEP.'S

8. OVERSEAS PLANNING EVALUATION (One block must be checked)

- [ ] YES
- [ ] NO

9. REQUESTING OFFICER

SIGNATURE: Kathy Hill
Kathy Hill, LA/Trng

ROOM NO. & BUILDING: 3D5317 Hqs

EXT.: 7431

10. COMMENTS

11. REPORT OF EVALUATION

Disposition deferred until subject fulfills medical requirements.

DATE: 1 April 1975

SIGNATURE FOR CHIEF OF MEDICAL STAFF: William T. Golder, OMS/Registrar

FORM 3-69 259 USE PREVIOUS EDITIONS

SECRET (20)

SECRET

1. NAME (Last, First, Middle)	2. DATE OF BIRTH	3. GRADE
Flores, Daniel 460-48-6230	4 Aug 1935	GS-10

4. OFFICE, DIVISION, BRANCH (or overseas station and existing cover if lateral assignment)	5. PRESENT POSITION	6. EMPLOYEE EXTENSION
DDP/WH/Guayaquil (State)	0376	7431

7. PROPOSED STATION	8. PROPOSED POSITION (Title, Number, Grade)
Lima, Peru	Ops Officer/0636/GS-13

9. TYPE OF COVER AT NEW STATION	10. ESTIMATED DATE OF DEPARTURE	11. NO. OF DEPENDENTS TO ACCOMPANY
State	Sept 71	two

12. COMMENTS

Vice: Donald J. Venuto
Please schedule appointments week of 31 May 1971/

Mr. Flores' Spanish capabilities are native reading and high speaking which more than meets the language requirements of intermediate reading and speaking for the Station.

Gregory V. Snell
LSPL/SOS 13 May 71

13. DATE OF REQUEST	14. SIGNATURE OF REQUESTING OFFICIAL	15. ROOM NUMBER AND BUILDING	16. EXTENSION
11 Mar 71	/Joan Wright	3D 5309 Hqs	7431

17. OFFICE OF MEDICAL SERVICES DISPOSITION

18. OFFICE OF SECURITY DISPOSITION

19. OVERSEAS CANDIDATE REVIEW PANEL DISPOSITION

15 JUN 1971

QUALIFIED FOR PROPOSED ASSIGNMENT OVERSEAS

J. E. Lott

Chairman, Overseas Candidate Review Panel

REQUEST FOR PCS OVERSEAS EVALUATION

FORM 1-68 259a USE PREVIOUS EDITIONS

SECRET

14-00000

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION

1. DATE OF REQUEST: 11 Mar 71

2. NAME (Last, First, Middle): Flores, Daniel (Dependents of)

3. POSITION TITLE: Ops Officer

4. GRADE: GS-10

5. OFFICE, DIVISION, BRANCH: DDP/WH/Guayaquil

6. EMPLOYEE'S EXT.: 7431

7. PURPOSE OF EVALUATION

- [ ] PRE-EMPLOYMENT
- [ ] ENTRANCE ON DUTY
- [ ] TDY STANDBY
- [ ] SPECIAL TRAINING
- [ ] ANNUAL
- [ ] RETURN TO DUTY
- [ ] FITNESS FOR DUTY
- [ ] MEDICAL RETIREMENT
- [ ] HDQS/TDY
- [X] OVERSEAS ASSIGNMENT

ETD	September 1971
STATION	Lima, Peru
TDY OR PCS	PCS
TYPE OF COVER	State
NO. OF DEPENDENTS TO ACCOMPANY	Two
NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED	

- [ ] RETURN FROM OVERSEAS

ETA	
STATION	
NO. OF DEP.'S	

8. OVERSEAS PLANNING EVALUATION (One block must be checked)

- [X] YES
- [ ] NO

9. REQUESTING OFFICER

SIGNATURE: Joan Wright

ROOM NO. & BUILDING: 3D 5300 Hqs

EXT.: 7431

10. COMMENTS

Dorothy	wife	31 Jan 1938
Kendra	dau	3 Mar 1971

Please schedule appointments week of 31 May 1971.

11. REPORT OF EVALUATION: QU... ... ... OS PCS   16 8 7[illegible]

SPERRY PRESTON

DATE

SIGNATURE FOR CHIEF OF MEDICAL STAFF

FORM 330 [illegible]   SECRET

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION

1. DATE OF REQUEST: 11 Mar 71			
2. NAME (Last, First, Middle): Flores, Daniel (Dependents of)	3. POSITION TITLE: Ops Officer	4. GRADE: GS-10	
5. OFFICE DIVISION BRANCH: DDP/WH/Guayaquil		6. EMPLOYEE'S EXT.: 7431	

7. PURPOSE OF EVALUATION

- [ ] PRE-EMPLOYMENT
- [ ] ENTRANCE ON DUTY
- [ ] TDY STANDBY
- [ ] SPECIAL TRAINING
- [ ] ANNUAL
- [ ] RETURN TO DUTY
- [ ] FITNESS FOR DUTY
- [ ] MEDICAL RETIREMENT
- [ ] HQQS/TDY
- [X] OVERSEAS ASSIGNMENT
  - ETD: September 1971
  - STATION: Lima, Peru
  - TDY OR PCS: PCS
  - TYPE OF COVER: State
  - NO. OF DEPENDENTS TO ACCOMPANY: Two
  - NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED:
- [ ] RETURN FROM OVERSEAS
  - ETA:
  - STATION:
  - NO. OF DEP.'S:

8. OVERSEAS PLANNING EVALUATION (One block must be checked)

- [X] YES
- [ ] NO

9. REQUESTING OFFICER

SIGNATURE: Joan Wright

ROOM NO. & BUILDING: 3D 5300 Hqs | EXT.: 7431

10. COMMENTS

Dorothy	wife	31 Jan 1938
Kendra	dau	3 Mar 1971

Please schedule appointments week of 31 May 1971.

11. REPORT OF EVALUATION QUALIFIED FOR OS PCS 16 8 71

SPERRY PRESTON

DATE | SIGNATURE FOR CHIEF OF MEDICAL STAFF

SECRET

1. Flores, [illegible] [illegible]

2. [illegible]

3. [illegible]

4. OFFICE, DIVISION, BRANCH (or overseas station and [illegible]): [illegible] (State)

5. PRESENT POSITION: [illegible]

6. [illegible] EXTENSION: [illegible]

7. PROPOSED STATION: Lima, Peru

8. PROPOSED POSITION (Title, Number [illegible]): Ops Officer/0136/GS-12

9. TYPE OF COVER AT NEW STATION: State

10. ESTIMATED DATE OF [illegible]: Sept [illegible]

11. NO. OF DEPENDENTS TO ACCOMPANY: [illegible]

12. COMMENTS

Vice: Donald J. Venuto

Please schedule appointments week of 31 May 1971/

Mr. Flores' Spanish capabilities are native reading and high speaking which more than meets the language requirements of intermediate reading and speaking for the Station.

13. DATE OF REQUEST: 11 Mar 71

14. SIGNATURE OF REQUESTING OFFICIAL: Joan Wright

15. ROOM NUMBER AND BUILDING: 3D 5309 Hqs

16. EXTENSION: 7431

17. O[illegible]: Qualified Overseas POB

11 June 1971

Joe W. Cline, OMS/pro

18. OFFICE OF SECURITY DISPOSITION

19. OVERSEAS CANDIDATE REVIEW PANEL DISPOSITION

REQUEST FOR PCS OVERSEAS EVALUATION

SECRET

1. NAME (Last, First, Middle)	2. DATE OF BIRTH	3. GRADE
Flores, Daniel	4 August 1935	GS-08
4. OFFICE, DIVISION, BRANCH (If overseas station and existing cover if lateral assignment)	5. PRESENT POSITION	6. EMPLOYEE EXTENSION
DDP/WH/4	Ops Officer	6815
7. PROPOSED STATION	8. PROPOSED POSITION (Title, Number, Grade)	
Guayaquil	Ops Off 0376 GS-09	
9. TYPE OF COVER AT NEW STATION	10. ESTIMATED DATE OF DEPARTURE	11. NO. OF DEPENDENTS TO ACCOMPANY
Department of State	o/a 27 April 69	1

12. COMMENTS

VICE KENNETH R. GOODMAN

WILL INTEGRATE IN 14 APRIL 1969 FSI CLASS

89's ATTACHED.

10 MAR 1969

13. DATE OF REQUEST	14. SIGNATURE OF REQUESTING OFFICIAL	15. ROOM NUMBER AND BUILDING	16. EXTENSION
6 March 1969	PPMacDougall (signed) PPMacDougall	3D5309 Hqs.	6815

17. OFFICE OF MEDICAL SERVICES DISPOSITION

18. OFFICE OF SECURITY DISPOSITION

19. OVERSEAS CANDIDATE REVIEW PANEL DISPOSITION

25 MAR 1969

QUALIFIED

Chairman, O...

REQUEST FOR PCS OVERSEAS EVALUATION

259a

SECRET

14-00000

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION

1. DATE OF REQUEST: 6 March 1969

2. NAME (Last, First, Middle): Flores, Daniel (dependent)

3. POSITION TITLE: Ops Officer

4. GRADE: GS-08

5. OFFICE, DIVISION, BRANCH: DDP/WH/4

6. EMPLOYEE'S EXT.: 6815

7. PURPOSE OF EVALUATION

[ ] PRE-EMPLOYMENT
[ ] ENTRANCE ON DUTY
[ ] TDY STANDBY
[ ] SPECIAL TRAINING
[ ] ANNUAL
[ ] RETURN TO DUTY
[ ] FITNESS FOR DUTY
[ ] MEDICAL RETIREMENT

[ ] HQS/TDY
[x] OVERSEAS ASSIGNMENT

ETD: o/a 27 April 1969
STATION: Guayaquil
TDY OR PCS: PCS
TYPE OF COVER: Department of State
NO. OF DEPENDENTS TO ACCOMPANY: 1
NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SF 89) ATTACHED: 1

[ ] RETURN FROM OVERSEAS

ETA:
STATION:
NO. OF DEP.'S:

8. OVERSEAS PLANNING EVALUATION (One block must be checked)

[x] YES
[ ] NO

9. REQUESTING OFFICER

SIGNATURE: PPMacDougall WH/Personnel

ROOM NO. & BUILDING: 3D5309 Hqs.

EXT.: 6815

10. COMMENTS

Wife - Dorothy A. - 1/31/35

11. REPORT: ADEQUATE QUALIFIED FOR PROPOSED OS PCS 4-21-69

DATE: SPERRY PRESTON

SIGNATURE FOR CHIEF OF MEDICAL STAFF

FORM 10-66 259 USE PREVIOUS EDITIONS. SECRET (9)

SECRET

1. NAME (Last, First, Middle) Flores, Daniel	2. DATE OF BIRTH 4 August 1935	3. GRADE GS-08
4. OFFICE, DIVISION, BRANCH (or overseas station and existing cover if lateral assignment) DDP/WH/4	5. PRESENT POSITION Ops Officer	6. EMPLOYEE EXTENSION 6815
7. PROPOSED STATION Guayaquil	8. PROPOSED POSITION (Title, Number, Grade) Ops Off 0378 GS-09	
9. TYPE OF COVER AT NEW STATION Department of State	10. ESTIMATED DATE OF DEPARTURE o/a 27 April 69	11. NO. OF DEPENDENTS TO ACCOMPANY 1

12. COMMENTS

VICE KENNETH R. GOODMAN

WILL INTEGRATE IN 14 APRIL 1969 FBI CLASS

93's ATTACHED.

13. DATE OF REQUEST 6 March 1969	14. SIGNATURE OF REQUESTING OFFICIAL PPMacDougall	15. ROOM NUMBER AND BUILDING 3D5309 Hqs.	16. EXTENSION 6815

17. OFFICE OF MEDICAL SERVICES DISPOSITION

18. OFFICE OF SECURITY DISPOSITION

19. OVERSEAS CANDIDATE REVIEW PANEL DISPOSITION ~~MEDICALLY QUALIFIED FOR~~ PROPOSED OS PCS.

DONALD FARLEY

3 21 69

REQUEST FOR PCS OVERSEAS EVALUATION

FORM 1-66 259a USE PREVIOUS EDITIONS SECRET (4)

14-00000

SECRET
(When Filled In)

REQUEST FOR MEDICAL EVALUATION

1. DATE OF REQUEST: 6 October 1961

2. NAME (Last, First, Middle): FLORES, DANIEL

3. POSITION TITLE: File Clerk

4. GRADE: GS-04

5. OFFICE, DIVISION, BRANCH: DDP/OPSER

6. EMPLOYEE'S EXT.:

7. PURPOSE OF EVALUATION

- [ ] PRE-EMPLOYMENT
- [ ] ENTRANCE ON DUTY
- XXXXXXXXXXXXXXXX
- [ ] TDY STANDBY
- [ ] SPECIAL TRAINING
- [ ] ANNUAL
- [ ] RETURN TO DUTY
- [ ] FITNESS FOR DUTY
- [ ] MEDICAL RETIREMENT
- [ ] HQS/TDY
- [ ] OVERSEAS ASSIGNMENT

ETD	
STATION	
TDY OR PCS	
TYPE OF COVER	
NO. OF DEPENDENTS TO ACCOMPANY	
NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY (SF 89) ATTACHED	

- [ ] RETURN FROM OVERSEAS

ETA	
STATION	
NO. OF DEPS	

8. OVERSEAS PLANNING EVALUATION (One block must be checked)

- [ ] YES
- [ ] NO

9. REQUESTING OFFICER

SIGNATURE: Shirley Wells

ROOM NO. & BUILDING: 801 1016 16th Street

EXT.: 2781

10. COMMENTS

TRANS SECTION

11. REPORT OF EVALUATION

NOV 28 11 52 AM '61

DATE: 22 NOV 61

SIGNATURE FOR CHIEF OF MEDICAL STAFF

OFFICE OF SEC. & AD.

FORM 10-55 259 USE PREVIOUS EDITIONS.

SECRET

(28)

14-00000

CONFIDENTIAL
(When Filled In)

REQUEST FOR PRE-EMPLOYMENT MEDICAL EVALUATION

1. DATE	6 October 1961		
2. NAME (Last) FLORES,	(First) DANIEL	(Middle)	3. SEX [X] Male [ ] Female
4. ORGANIZATIONAL ASSIGNMENT DDP/OPSER	5. POSITION, TITLE AND GRADE File Clerk GS-04		

6. MEDICAL STAFF REQUESTED TO CHECK DESIRED ACTION BELOW, RETURN ORIGINAL COPY TO OFFICE OF PERSONNEL.

[ ] Approve Processing for E. O. D.	[ ] Hold Pending Receipt of Additional Medical Information (Form Letters Attached)	[X] Request Pre-Employment Medical Examination	[ ] Rejected For Medical Reasons

7. REMARKS

259 Forwarded as of 6 October 1961

Signature for Medical Staff

FORM NO. 570 1 MAY 56 Obsolete Previous Editions

CONFIDENTIAL

(4)

SECRET
(When Filled In)

QUALIFICATIONS UPDATE

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING. TYPE OR PRINT. AVOID USING LIGHT COLORED INKS

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 444, "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 5E-13 Headquarters, whether information is added or not.
Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative.

SECTION I — BIOGRAPHIC AND POSITION DATA

EMP. SER. NO.	NAME (Last-First-Middle)	DATE OF BIRTH
036130	Flores, Daniel	08/04/35

SECTION II — EDUCATION

HIGH SCHOOL

LAST HIGH SCHOOL ATTENDED	ADDRESS (City, State, Country)	YEARS ATTENDED (From-To)	GRADUATE ☐ YES ☐ NO

COLLEGE OR UNIVERSITY STUDY

NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT MAJOR	SUBJECT MINOR	YEARS ATTENDED FROM--TO--	DEGREE RECEIVED	YEAR RECEIVED	NO. SEM/QTR. HRS. (Specify)
1. American University, Washington, DC	Political Science		1962-1967	B.A.	1967	120 hrs
2.						

IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.

TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS

OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS
1.				
2.				

SECTION III — MARITAL STATUS

1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled, Remarried) SPECIFY:
2. NAME OF SPOUSE (Last) (First) (Middle) (Maiden)
3. DATE OF BIRTH
4. PLACE OF BIRTH (City, State, Country)
5. OCCUPATION
6. PRESENT EMPLOYER
7. CITIZENSHIP
8. FORMER CITIZENSHIP(S) COUNTRY(IES)
9. DATE U.S. CITIZENSHIP ACQUIRED

SECTION IV — DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE

NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS
☐ ADD ☐ DELETE				
☐ ADD ☐ DELETE				

FORM 444a

SECRET

14-00000

SECRET
(When Filled In)

SECTION V — GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL

	NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF STUDY	KNOWLEDGE ACQUIRED BY--CHECK (X): RESIDENCE	TRAVEL	STUDY	WORK ASSIGNMENT
1								
2								

SECTION VI — TYPING AND STENOGRAPHIC SKILLS

1. TYPING (WPM)	2. SHORTHAND (WPM)	3. INDICATE SHORTHAND SYSTEM USED--CHECK (X) APPROPRIATE ITEM
		☐ GREGG ☐ SPEEDWRITING ☐ STENOTYPE ☐ OTHER SPECIFY:

SECTION VII — SPECIAL QUALIFICATIONS

PROVIDE INFORMATION ON HOBBIES, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED

SECTION VIII — MILITARY SERVICE

CURRENT DRAFT STATUS

1. HAS YOUR SELECTIVE SERVICE CLASSIFICATION CHANGED? ☐ YES ☐ NO
2. NEW CLASSIFICATION
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS
4. IF DEFERRED, GIVE REASON

MILITARY RESERVE, NATIONAL GUARD STATUS

CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG: ☐ ARMY ☐ NAVY ☐ MARINE CORPS ☐ AIR FORCE ☐ COAST GUARD ☐ NATIONAL GUARD ☐ AIR NATIONAL GUARD

1. CURRENT RANK, GRADE OR RATE
2. DATE OF APPOINTMENT IN CURRENT RANK
3. EXPIRATION DATE OF CURRENT OBLIGATION
4. CHECK CURRENT RESERVE CATEGORY: ☐ READY RESERVE ☐ STANDBY (active) ☐ STANDBY (inactive) ☐ RETIRED ☐ DISCHARGED
5. MILITARY MOBILIZATION ASSIGNMENT
6. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED

MILITARY SCHOOLS COMPLETED *(Extended Active, Reserve Duty, or as Civilian)*

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	DATE COMPLETED	RESIDENT / AGENCY-SPONSORED

SECTION IX — PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS

	NAME AND CHAPTER	ADDRESS (Number, Street, City, State, Country)	DATE OF MEMBERSHIP: FROM	TO
1				
2				
3				

SECTION X — REMARKS

DATE: 21 June 1960

SIGNATURE OF EMPLOYEE: [signature]

SECRET

THE AMERICAN [illegible]
WASHINGTON, DISTRICT OF COLUMBIA

[illegible] FIORE, Daniel
[illegible]
[illegible] 9-62 Graduate

Date & Place of Birth: 4-8-35, San Marco, Texas
Nondegree
Wash. Sem.

ADMISSION RECORD: Full Standing

PREVIOUS RECORD: San Marcos High School, Texas: 5/55

TOOLS OF RESEARCH PASSED:

COMPREHENSIVE EXAMINATIONS PASSED:

	TITLE OF COURSE	SEM. HOURS	GRADE	QUALITY POINTS
	FALL 62			
[illegible]	INTRO ECONOMICS I	3	C	3
[illegible]	ENGLISH COMP I	3	C	3
[illegible]	BACKGROUNDS CIV I	3	D	
[illegible]	INTRO WORLD POL	3	C	3
	SPR 63			
[illegible]	INTRO ECONOMICS II	3	D	
[illegible]	AMERICAN GOVT NATL	3	D	
[illegible]	ENGLISH COMP II	3	F 7-1-63	
[illegible]	BACKGROUNDS CIV II	3	C	3
	FALL 1963			
[illegible]	COMP & READING II	3	B	6
[illegible]	ECON ANAL INCOME	3	[illegible]	3
	SPRING 1964			
[illegible]	[illegible] PHILOSOPHY	3	C	3
[illegible]	[illegible] GOVT ST & LOC	3	F	3
	SPRING 1965			
[illegible]	[illegible] BIOLOGY	3	C	3
[illegible]	[illegible] POL [illegible] POWERS	3	B	6
[illegible]	HIST MOD PHILOSOPHY	3	C	3
[illegible]	STATE GOVERNMENT	3	B	6
	SUMMER 1965			
[illegible]	[illegible] SCIENCES	3	B	6
[illegible]	[illegible] NEW TESTAMENT	(Course cancelled by Univ.)		
	FALL 1965			
	[illegible] NUMBER 460-48-6230			
[illegible]	[illegible] LATIN AMER	3	A	9
[illegible]	[illegible]	3	C	3
[illegible]	[illegible]	3	C	3
[illegible]	[illegible] POLIT THEORY	3	C	3
[illegible]	[illegible] PSYCHOLOGY	3	D	
	SPRING 1966			
	COLLEGE OF ARTS & SCIENCES			
[illegible]	[illegible]	3	A	9
[illegible]	[illegible]	3	A	9

[illegible] 7/3/66

CATALOG NUMBER	TITLE OF COURSE	SEM. HOURS	GRADE	QUALITY POINTS
	NEW STUDENT NUMBER			
10306	INTRO ACCOUNTING I	3	[illegible]	3
37458	ADV SPANISH II	3	A	9
53511	MODERN POLIT THEORY	3	[illegible]	[illegible]
	SUMMER 1966			
	COLLEGE OF ARTS & SCIENCES			
29531	RUSSIA SINCE 1917	3	B	6
37559	TCHRS ADV SPAN II	3	B	6
47376	PROB RELIG THOUGHT	3	C	3
	FALL 1966			
	COLLEGE OF ARTS & SCIENCES			
33450	CONTEMP INT POLIT	3	B	6
33584	LATIN AMER SEM I	9	A	27
37550	GOLDEN AGE NOVEL	3	A	9
53548	GOV & POL LAT AMER	3	C	3
	SPRING 1967			
	COLLEGE OF ARTS & SCIENCES			
33440	INTERNATL LAW & ORGANIZA	3	B	6
33529	LAT AMER INTERNATL RELA	3	A	9
37354	MODERN SPANISH DRAMA	3	B	6
37551	SPANISH 19TH C NOVEL	3	B	6
53150	U S POLITICAL SYSTEM I	3	C	3

REMARKS: [illegible] Spring 1966. Fall 1966.

Semester

REGISTRAR'S CERTIFICATE

[illegible]

DATE JUL 12 1967

[illegible signature]

[illegible]

SECRET
(When Filled In)

OFFICIAL USE ONLY

QUALIFICATIONS SUPPLEMENT TO PERSONAL HISTORY STATEMENT

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING. TYPE OR PRINT. AVOID USING LIGHT COLORED INKS

SECTION I — BIOGRAPHIC AND POSITION DATA

1. EMP. SER. NO.	2. NAME (Last-First-Middle)	3. SEX	4. DATE OF BIRTH	5. SCHEDULE, GRADE, STEP
086130	FLORES DANIEL		08/04/35	GS-05-04

6. SD	7. POSITION TITLE	8. OFFICE OF ASSIGNMENT	9. LOCATION (Country, City)
D	INTELLIGENCE CLERK	WH	WASH., D.C.

SECTION II — AGENCY OVERSEAS SERVICE

AREA	TYPE TOUR	FROM	TO
NO OVERSEAS SERVICE			

SECTION III — EDUCATION

DEGREE	MAJOR FIELD	COLLEGE	YEAR
	NO COLLEGE DEGREE ON RECORD		

SECRET

07 MAY 1970

SECRET
(When Filled In)

SECTION III EDUCATION (Cont'd)

HIGH SCHOOL

LAST HIGH SCHOOL ATTENDED	ADDRESS (City, State, Country)	YEARS ATTENDED (From-To)	GRADUATE
			☐ YES ☐ NO

COLLEGE OR UNIVERSITY STUDY

	NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT MAJOR	SUBJECT MINOR	YEARS ATTENDED FROM - TO	DEGREE RECEIVED	YEAR RECEIVED	NO. SEM./QTR. HRS. (Specify)
1	The American University Washington, D.C.	Pol.Sci.	Spanish Literature	1962 - 1967	A degree will be conferred in July	1967.	114 Sem. Hrs.
2							
3							
4							

5. IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT

TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS

	NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS
1					
2					
3					

OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE

	NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS
1					
2					
3					
4					
5					

AGENCY SPONSORED EDUCATION

Specify which, if any, of the education shown in Section III was Agency sponsored

	NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS
1					
2					
3					
4					
5					

SECRET

SECTION IV — GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL

NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF STUDY	KNOWLEDGE ACQUIRED BY (CHECK): RESIDENCE	TRAVEL	STUDY	WORK ASSIGNMENT
Bolivia	Economic, topographic, cultural and political.	Nov. 1959-Jan. 1960	American Univ. 1962-1967	X		X	
Peru	Topographic, cultural, and political.	Jan. 1960-Nov. 1960	American Univ. 1962-1967	X		X	
Latin America in general.	Economic, topographic, cultural, and political.		American Univ. 1962-1967			X	

SECTION V — TYPING AND STENOGRAPHIC SKILLS

1. TYPING (WPM): 45
2. SHORTHAND (WPM):
3. INDICATE SHORTHAND SYSTEM USED. CHECK (X) APPROPRIATE ITEM: ☐ GREGG ☐ SPEEDWRITING ☐ STENOTYPE ☐ OTHER, SPECIFY
4. INDICATE OTHER BUSINESS MACHINES WITH WHICH YOU HAVE HAD OPERATING EXPERIENCE OR TRAINING (comptometer, mimeograph, card punch, etc.)

SECTION VI — SPECIAL QUALIFICATIONS

1. LIST ALL HOBBIES AND SPORTS IN WHICH YOU ARE ACTIVE OR HAVE ACTIVELY PARTICIPATED. INDICATE YOUR PROFICIENCY IN EACH

2. EXCLUDING BUSINESS EQUIPMENT OR MACHINES WHICH YOU MAY HAVE LISTED IN ITEM 4, SECTION V, LIST ANY SPECIAL SKILLS YOU POSSESS RELATING TO OTHER EQUIPMENT AND MACHINES, SUCH AS OPERATION OF RADIO TRANSMITTERS (indicate CW speed sending & receiving), OFFSET PRESS, TURRET LATHE, EDP AND OTHER SCIENTIFIC & PROFESSIONAL DEVICES

3. ARE YOU NOW OR HAVE YOU EVER BEEN A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION SUCH AS PILOT, ELECTRICIAN, RADIO OPERATOR, TEACHER, LAWYER, CPA, MEDICAL TECHNICIAN, PSYCHOLOGIST, PHYSICIAN, ETC.? ☐ YES ☐ NO

4. IF YOU HAVE ANSWERED "YES" TO ITEM 3 ABOVE, INDICATE KIND OF LICENSE OR CERTIFICATION AND THE ISSUING STATE, MUNICIPALITY, ETC. (Provide license registry number if known)

5. FIRST LICENSE/CERTIFICATE (year of issue)

6. LATEST LICENSE/CERTIFICATE (year of issue)

7. LIST ANY SIGNIFICANT PUBLISHED MATERIALS OF WHICH YOU ARE THE AUTHOR. (do NOT submit copies unless requested). INDICATE THE TITLE, PUBLICATION DATE, AND TYPE OF WRITING (non-fiction or scientific articles, general interest subjects, novels, short stories, etc.)

8. INDICATE ANY DEVICES WHICH YOU HAVE INVENTED AND STATE WHETHER OR NOT THEY ARE PATENTED

9. PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE

14-00000

SECRET
(When Filled In)

SECTION IX MARITAL STATUS

1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled, Remarried) No change		
2. NAME OF SPOUSE (Last) (First) (Middle) (Maiden)		
3. DATE OF BIRTH	4. PLACE OF BIRTH (City, State, Country)	
5. OCCUPATION	6. PRESENT EMPLOYER	
7. CITIZENSHIP	8. FORMER CITIZENSHIP(S) COUNTRIES	9. DATE U.S. CITIZENSHIP ACQUIRED

SECTION X DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE

NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS

SECTION XI PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS

NAME AND CHAPTER	ADDRESS (Number, Street, City, State, Country)	DATE OF MEMBERSHIP FROM	TO

DATE	SIGNATURE OF EMPLOYEE
29 March 1967	[signature]

SECRET

SECRET
(When Filled In)

LANGUAGE DATA RECORD

PART I-GENERAL

Flores

1. NAME (Last-First-Middle) (7-24)				2. DATE OF BIRTH (25-30)		
				MONTH	DAY	YEAR
FLORES, DANIEL				Aug. 4, 1935		
3. LANGUAGE (31-33)	4. TODAY'S DATE (34-39)			5.		
	MONTH	DAY	YEAR			
SPANISH 120	MARCH	12	1962	☐ I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE		

PART II-LANGUAGE ELEMENTS

SECTION A. Reading (40)

1. I CAN READ TEXTS OF ANY DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY ONLY RARELY.
$\textcircled{2}$ I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY OCCASIONALLY.
3. I CAN READ TEXTS OF AVERAGE DIFFICULTY (*newspapers, reference materials, etc.*), USING THE DICTIONARY FREQUENTLY.
4. I CAN READ SIMPLE TEXTS, SUCH AS STREET SIGNS; NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY FREQUENTLY.
5. I HAVE NO READING ABILITY IN THE LANGUAGE.

SECTION B. Writing (41)

1. I CAN WRITE PERSONAL LETTERS AND SIMILAR MATERIAL WITH COMPLETE SUCCESS WITHOUT USING THE DICTIONARY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH VERY FEW GRAMMATICAL ERRORS, IN NATIVE STYLE, USING THE DICTIONARY ONLY RARELY.
2. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL WITH COMPLETE SUCCESS, USING THE DICTIONARY ONLY RARELY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH FEW GRAMMATICAL ERRORS, BUT IN A STYLE WHICH MAY NOT BE NATIVE, USING THE DICTIONARY OCCASIONALLY.
$\textcircled{3}$ I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH OCCASIONAL MINOR GRAMMATICAL ERRORS AND IN OBVIOUSLY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY OCCASIONALLY.
4. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH MANY GRAMMATICAL ERRORS AND IN A VERY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY FREQUENTLY.
5. I CANNOT WRITE IN THE LANGUAGE.

SECTION C. Pronunciation (42)

$\textcircled{1}$ MY PRONUNCIATION IS NATIVE.
2. WHILE NATIVES CAN DETECT AN ACCENT IN MY PRONUNCIATION THEY HAVE NO DIFFICULTY UNDERSTANDING ME.
3. MY PRONUNCIATION IS OBVIOUSLY FOREIGN, BUT ONLY RARELY CAUSES DIFFICULTY FOR NATIVES TO UNDERSTAND.
4. MY PRONUNCIATION IS OCCASIONALLY DIFFICULT FOR NATIVES TO UNDERSTAND.
5. I HAVE NO SKILL IN PRONUNCIATION.

CONTINUE ON REVERSE SIDE

CONTINUATION OF PART II-LANGUAGE ELEMENTS

SECTION D. Speaking (43)

(1) I SPEAK FLUENTLY AND ACCURATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS; I CONVERSE FREELY AND IDIOMATICALLY IN ALL FIELDS WITH WHICH I AM FAMILIAR.

2. I SPEAK FLUENTLY AND ACCURATELY IN NEARLY ALL PRACTICAL AND SOCIAL SITUATIONS; I CAN CONVERSE IN MOST FIELDS WITH WHICH I AM FAMILIAR AND I EMPLOY SOME POPULAR SAYINGS, LITERARY QUOTATIONS, AND COMMON PROVERBS.

3. I GET ALONG QUITE WELL IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CONDUCT ROUTINE BUSINESS IN PARTICULAR FIELDS.

4. I MANAGE TO GET ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.

5. I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.

SECTION E. Understanding (44)

(1) I UNDERSTAND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND NEARLY EVERYTHING I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.

2. I UNDERSTAND NON-TECHNICAL CONVERSATION ON NEARLY ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MOST OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES, INCLUDING MOST JOKES AND PUNS.

3. I UNDERSTAND NEARLY ALL CONVERSATION ON TOPICS OF DAILY LIFE AND TRAVEL, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MUCH OF WHAT I HEAR ON THE RADIO, AND AT THE MOVIES, PLAYS, AND LECTURES.

4. I UNDERSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND SOME OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.

5. I AM NOT ABLE TO UNDERSTAND THE SPOKEN LANGUAGE.

BEFORE CONTINUING – CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.

PART III-EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)

1. I HAVE HAD EXPERIENCE AS A TRANSLATOR.

2. I HAVE HAD EXPERIENCE AS AN INTERPRETER.

3. BOTH OF THE ABOVE STATEMENTS APPLY.

(4) NONE OF THE ABOVE STATEMENTS APPLY.

PART IV-CERTIFICATION

I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF. THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE AWARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF REGULATION NO. 25-115, PAR. 1C(4). I UNDERSTAND THAT I MUST PASS AN OBJECTIVE LANGUAGE PROFICIENCY TEST BEFORE I BECOME ELIGIBLE FOR AN AWARD, AND THAT IRRESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE AWARDS WILL BE CUMULATIVE AS OF THE ANNIVERSARY DATE OF COMPLETING THIS FORM.

DATE SIGNED	SIGNATURE
March 13, 1962	Daniel S[illegible]
(46)	(47)

DO NOT USE THIS SPACE	PERSONAL HISTORY STATEMENT	DATE
SIGNED BY		September 6, 1961

INSTRUCTIONS

1. Answer all questions completely or check appropriate box. If question is not applicable, write "NA". Write "Unknown" only if you do not know the answer and it cannot be obtained from personal records. Use blank space at end of form for extra details on any question for which you have insufficient space.
2. Type, print or write carefully; illegible or incomplete forms will not receive consideration.
3. Consider your answers carefully. Your signature at the end of this form will certify to their correctness. Careful completion of all applicable questions will permit review of your qualifications to the best advantage.

SECTION I — GENERAL PERSONAL AND PHYSICAL DATA

1. FULL NAME (Last-First-Middle): FLORES, Daniel
2. AGE: 26
3. SEX: X MALE / FEMALE
4. HEIGHT: 5' 8"
5. WEIGHT: 165 pds.
6. COLOR OF EYES: Brown
7. COLOR OF HAIR: Black
8. TYPE COMPLEXION: Dark
9. TYPE BUILD: Medium
10. SCARS (Type and Location): Right cheek, one-half inch scar; left upper lip, one-quarter inch scar; both received playing football
11. OTHER DISTINGUISHING PHYSICAL FEATURES: None
12. CURRENT ADDRESS (No., Street, City, Zone, State and Country): 2828 Connecticut Avenue, N. W., #203 Washington 8, D. C.
13. PERMANENT ADDRESS (No., Street, City, Zone, State and Country) AND PHONE NO.: 2828 Connecticut Avenue, N. W. #203 - Washington 8, D.C.
14. CURRENT PHONE NO.: 265-8322
15. OFFICE PHONE NO. & EXT.: None
16. LEGAL RESIDENCE (State, Territory or Country): Washington, District of Columbia
17. NICKNAMES: Dan
18. OTHER NAMES YOU HAVE USED: None
19. INDICATE CIRCUMSTANCES (Including Length of Time) UNDER WHICH YOU HAVE EVER USED THESE NAMES: Personal acquaintances - twelve years
20. IF LEGAL CHANGE, GIVE PARTICULARS (Where and By What Authority): NA

SECTION II — POSITION DATA

1. INDICATE THE TYPE OF WORK OR POSITION FOR WHICH YOU ARE APPLYING:

Any phase of communications; administration; or personnel work.

2. INDICATE THE LOWEST ANNUAL ENTRANCE SALARY YOU WILL ACCEPT (You will not be considered for any position with a lower entrance salary): $ 4,250.00
3. DATE AVAILABLE FOR EMPLOYMENT: Immediately
4. INDICATE YOUR WILLINGNESS TO TRAVEL: OCCASIONALLY / X FREQUENTLY / CONSTANTLY / OTHER:
5. INDICATE YOUR WILLINGNESS TO ACCEPT ASSIGNMENT IN THE FOLLOWING LOCATIONS (Check (X) each item applicable): X WASHINGTON, D.C. / ANYWHERE IN U.S. / CERTAIN LOCATIONS ONLY (Specify): / X OUTSIDE CONTINENTAL U.S.
6. INDICATE WHAT RESERVATIONS YOU WOULD PLACE ON ASSIGNMENTS OUTSIDE THE WASHINGTON, D.C. AREA:

I would be willing to travel within the United States provided said travel would not involve a permanent move whereby my legal residence would be changed. However, it is my wish to live overseas on a permanent basis.

FORM 444 USE PREVIOUS EDITION.
11-58

JOY COONEY

SECTION III — CITIZENSHIP

1. DATE OF BIRTH: August [illegible], 1935	2. PLACE OF BIRTH (City, State, Country): San Marcos, Texas	3. PRESENT CITIZENSHIP (Country): United States of America
4. CITIZENSHIP ACQUIRED BY: X BIRTH / MARRIAGE / OTHER (Specify)	5. DATE NATURALIZED: NA	6. NATURALIZATION CERTIFICATE NO: NA
7. COURT ISSUING NATURALIZATION CERTIFICATE: NA	8. ISSUED AT (City, State, Country): NA	
9. HAVE YOU HELD PREVIOUS NATIONALITY: YES / X NO	10. IF YES, GIVE NAME OF COUNTRY: NA	

11. GIVE PARTICULARS CONCERNING PREVIOUS NATIONALITY.

NA

12. HAVE YOU TAKEN STEPS TO CHANGE PRESENT CITIZENSHIP: YES / X NO	13. GIVE PARTICULARS: NA

14. IF YOU HAVE APPLIED FOR U.S. CITIZENSHIP, WHAT IS PRESENT STATUS OF YOUR APPLICATION (First Papers, Etc.)?

NA

15. DATE OF ARRIVAL IN U.S.: NA	16. PORT OF ENTRY: NA	17. ON PASSPORT OF WHAT COUNTRY: NA
18. LAST U.S. VISA (No., Type, Place of Issue): NA		19. DATE VISA ISSUED: NA

SECTION IV — EDUCATION

1. CHECK (X) HIGHEST LEVEL OF EDUCATION ATTAINED

LESS THAN HIGH SCHOOL GRADUATE	OVER TWO YEARS OF COLLEGE - NO DEGREE
HIGH SCHOOL GRADUATE	BACHELOR'S DEGREE
TRADE, BUSINESS OR COMMERCIAL SCHOOL GRADUATE	GRADUATE STUDY LEADING TO HIGHER DEGREE
X TWO YEARS COLLEGE OR LESS	MASTER'S DEGREE / DOCTOR'S DEGREE

2. ELEMENTARY SCHOOL

1. NAME OF ELEMENTARY SCHOOL: San Marcos Elementary School	2. ADDRESS (City, State, Country): San Marcos, Texas, U.S.A.
3. DATES ATTENDED (From and To): Sept., [illegible] - May, 1951	4. GRADUATE: X YES / NO

3. HIGH SCHOOL

1. NAME OF HIGH SCHOOL: San Marcos High School	2. ADDRESS (City, State, Country): San Marcos, Texas, U.S.A.
3. DATES ATTENDED (From and To): Sept., 1951 - May, 1955	4. GRADUATE: X YES / NO
1. NAME OF HIGH SCHOOL: NA	2. ADDRESS (City, State, Country):
3. DATES ATTENDED (From and To):	4. GRADUATE: YES / NO

4. COLLEGE OR UNIVERSITY STUDY

NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT: MAJOR	SUBJECT: MINOR	DATES ATTENDED: FROM	DATES ATTENDED: TO	DEGREE RECEIVED	DATE RECEIVED	SEMESTER HOURS CREDIT

SECTION IV CONTINUED FROM PAGE 2

5. IF A GRADUATE DEGREE HAS BEEN NOTED IN ITEM 4 WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT

NA

6. TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	MONTHS
NA				

7. MILITARY TRAINING (FULL TIME DUTY IN SPECIALIZED SCHOOLS SUCH AS ORDNANCE, INTELLIGENCE, COMMUNICATIONS, ETC.)

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	MONTHS
Marine Security Guard School - Henderson Hall				
Hq. Marine Corps, Washington 25, D.C.	Security Guard Training	9/22/58	10/31/58	(5 wks)

8. OTHER EDUCATIONAL TRAINING NOT INDICATED ABOVE.

Weapons Training in Marine Corps.
Acted as partisan during cold weather training at Bridgeport, California (Pickle Meadows - USMC).

SECTION V — FOREIGN LANGUAGE ABILITIES

1. LANGUAGE (List below each language in which you possess any degree of competence. Indicate your proficiency to Read, Write or Speak by placing a check (X) in the appropriate box(es))

1. LANGUAGE	COMPETENCE - IN ORDER LISTED (R-Read, W-Write, S-Speak)															HOW ACQUIRED			
	EQUIVALENT TO NATIVE FLUENCY			FLUENT BUT OBVIOUSLY FOREIGN			ADEQUATE FOR RESEARCH			ADEQUATE FOR TRAVEL			LIMITED KNOWLEDGE			NATIVE OF COUNTRY	PROLONGED RESIDENCE	CONTACT (with parents etc.)	ACADEMIC STUDY (all levels)
	R	W	S	R	W	S	R	W	S	R	W	S	R	W	S				
Spanish	X		X	X														X	

2. IF YOU HAVE CHECKED "ACADEMIC STUDY" UNDER "HOW ACQUIRED" INDICATE LENGTH AND INTENSIVENESS OF STUDY

NA

3. IF YOU HAVE INDICATED FLUENCY FOR A LANGUAGE [illegible]

NA

4. DESCRIBE YOUR ABILITY [illegible] SCIENTIFIC, ENGINEERING, TELECOMMUNICATIONS, MILITARY AND OTHER SPECIALIZED FIELDS

Could act as literal interpreter at almost any level.

5. IF YOU HAVE [illegible]

Y[illegible]

SECTION VI — GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL

1. LIST BELOW ANY FOREIGN REGIONS OR COUNTRIES IN WHICH YOU HAVE TRAVELLED OR GAINED KNOWLEDGE AS A RESULT OF RESIDENCE, STUDY OR WORK ASSIGNMENT. INDICATE TYPE OF KNOWLEDGE SUCH AS TERRAIN, HARBORS, UTILITIES, RAILROADS, INDUSTRIES, POLITICAL PARTIES, ETC

NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF RESIDENCE OR TRAVEL	DATES AND PLACE OF STUDY	KNOWLEDGE ACQUIRED BY: RESIDENCE	TRAVEL	STUDY	WORK ASSIGNMENT
Bolivia	General knowledge	11/13/58 to 1/1?/60		X			
Peru	General knowledge	1/1?/60 to 11/20/60		X			
Chile		6/15/59 to 6/21/59			X		
Argentina		6/21/59 to 6/30/59			X		
Uruguay		6/30/59 to 7/2/59			X		

2. INDICATE THE PURPOSE OF VISIT, RESIDENCE, OR TRAVEL IN EACH OF THE REGIONS OR COUNTRIES LISTED ABOVE.

Marine Security Guard - American Embassy - Bolivia and Peru
Vacation - Chile; Argentina; Uruguay; Panama

3. UNITED STATES PASSPORT NUMBER AND EXPIRATION DATE, IF ISSUED

No. 174850 (SP-35575) Passport has been cancelled.

SECTION VII — TYPING AND STENOGRAPHIC SKILLS

1. TYPING (wpm)	2. SHORTHAND (wpm)	3. SHORTHAND SYSTEM USED - CHECK (X) APPROPRIATE ITEM: GREGG / SPEEDWRITING / STENOTYPE / OTHER (Specify)
45 wpm	None	

2. INDICATE OTHER BUSINESS MACHINES WITH WHICH YOU HAVE HAD OPERATING EXPERIENCE OR TRAINING (*Comptometer, Mimeograph, Card Punch, Etc.*)

Thermofax, mimeograph, switchboard

SECTION VIII — SPECIAL QUALIFICATIONS

1. LIST ALL HOBBIES AND SPORTS IN WHICH YOU ARE ACTIVE OR HAVE ACTIVELY PARTICIPATED. INDICATE YOUR PROFICIENCY IN EACH.

Football - good
Basketball - fair
Swimming - good
Reading - average
Contract Bridge - very good

2. INDICATE ANY SPECIAL QUALIFICATIONS RESULTING FROM EXPERIENCE OR TRAINING WHICH MIGHT FIT YOU FOR A PARTICULAR POSITION OR TYPE OF WORK.

None to my knowledge

3. EXCLUDING BUSINESS EQUIPMENT OR MACHINES WHICH YOU MAY HAVE LISTED IN ITEM 2, SECTION VII, LIST ANY SPECIAL SKILLS YOU POSSESS RELATIVE TO OTHER EQUIPMENT AND MACHINES SUCH AS OPERATION OF SHORTWAVE RADIO (*Indicate CW speed, sending and receiving*), OFFSET PRESS, TURRET LATHE, SCIENTIFIC AND PROFESSIONAL DEVICES.

None

SECTION VIII CONTINUED [illegible]

SECTION VIII (CONTINUED FROM PAGE 4)

4. ARE YOU NOW OR HAVE YOU EVER BEEN A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION, SUCH AS PILOT, ELECTRICIAN, RADIO OPERATOR, TEACHER, LAWYER, CPA, MEDICAL TECHNICIAN, ETC.? YES [illegible] NO

5. IF YOU HAVE ANSWERED "YES" TO ABOVE, INDICATE KIND OF LICENSE AND STATE ISSUING LICENSE. (Provide License Registry Number, if known).

NA

6. FIRST LICENSE OR CERTIFICATE (Year of Issue): NA

7. LATEST LICENSE OR CERTIFICATE (Year of Issue): NA

8. LIST ANY SIGNIFICANT PUBLISHED MATERIALS OF WHICH YOU ARE THE AUTHOR (Do not furnish copies unless requested). INDICATE THE TITLE, PUBLICATION DATE, AND TYPE OF WRITING (Non-Fiction or Scientific articles, General Interest subjects, Novels, Short Stories, Etc.).

None

9. INDICATE ANY DEVICES WHICH YOU HAVE INVENTED AND STATE WHETHER OR NOT THEY ARE PATENTED

None

10. LIST PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE

Have spoken in my father's church and other churches approximately 150 times. Met and assisted public in Embassies during my tour of duty with the Marine Security Guard.

11. LIST ANY PROFESSIONAL, ACADEMIC OR HONORARY ASSOCIATIONS OR SOCIETIES IN WHICH YOU ARE NOW OR WERE FORMERLY A MEMBER. LIST ACADEMIC HONORS YOU HAVE RECEIVED.

None

SECTION IX — EMPLOYMENT HISTORY

NOTE: (LIST LAST POSITION FIRST.) Indicate chronological history of employment for last [illegible] years. Account for all periods including casual employment and all periods of unemployment. Give address and state what you did during periods of unemployment. List all civilian employment by a foreign government, regardless of dates. In completing item 9, "Description of Duties" consider your experience carefully and provide meaningful, [illegible] statements.

1. INCLUSIVE DATES (From and To, By Mo. and Yr.): From 1949 to 1952

2. NAME OF EMPLOYER, FIRM OR AGENCY: Hillburn's Drug Store

3. ADDRESS (No., Street, City, State, Country): San Marcos, Texas

4. KIND OF BUSINESS: Drug Store

5. NAME OF SUPERVISOR: Mr. William Hillburn

6. TITLE OF JOB: Fountain attendant

7. SALARY OR EARNINGS: $[illegible] per month

8. CLASS GRADE (If Federal Service):

9. DESCRIPTION OF DUTIES: Employee at soda counter

10. REASONS FOR LEAVING: To participate in school events (football).

SECTION IX CONTINUED [illegible]

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SECTION IV CONTINUED FROM PAGE 4

1. INCLUSIVE DATES (From and To - By Mo. and Yr.): July 195 - June 1955
2. NAME OF EMPLOYING FIRM OR AGENCY: Diamond Grocery Store
3. ADDRESS (No., Street, City, State, Country): South Guadalupe St. San Marcos, Texas
4. KIND OF BUSINESS: Grocery Store
5. NAME OF SUPERVISOR: Mr. Ignacio Gonzales
6. TITLE OF JOB: Butcher
7. SALARY OR EARNINGS: $30.00 PER week
8. CLASS. GRADE (If Federal Service):
9. DESCRIPTION OF DUTIES: Slaughtering and preparing meat for sale as well as actual selling.
10. REASONS FOR LEAVING: To attend college ?

1. INCLUSIVE DATES (From and To - By Mo. and Yr.): May, 1955 - September, 1955
2. NAME OF EMPLOYING FIRM OR AGENCY: San Marcos Baptist Academy
3. ADDRESS (No., Street, City, State, Country): San Marcos, Texas
4. KIND OF BUSINESS: Private School
5. NAME OF SUPERVISOR: Mr. John Sparkman
6. TITLE OF JOB: Painter's Assistant
7. SALARY OR EARNINGS: $35.00 PER week
8. CLASS. GRADE (If Federal Service):
9. DESCRIPTION OF DUTIES: Painted dormitories in the Academy
10. REASONS FOR LEAVING: To attend school

1. INCLUSIVE DATES (From and To - By Mo. and Yr.): September, 1956 - July, 1957
2. NAME OF EMPLOYING FIRM OR AGENCY: Economy Department Stores
3. ADDRESS (No., Street, City, State, Country): San Marcos, Texas
4. KIND OF BUSINESS: Clothing Store
5. NAME OF SUPERVISOR: Mr. Max Mendlovitz
6. TITLE OF JOB: Sales Clerk
7. SALARY OR EARNINGS: $30.00 PER week
8. CLASS. GRADE (If Federal Service):
9. DESCRIPTION OF DUTIES: Assisted customers in selecting and buying goods.
10. REASONS FOR LEAVING: To join the Marine Corps.

1. INCLUSIVE DATES (From and To - By Mo. and Yr.): July 26, 1957 - July 25, 1961
2. NAME OF EMPLOYING FIRM OR AGENCY: United States Marine Corps
3. ADDRESS (No., Street, City, State, Country): Marine Corps Schools, Quantico, Virginia
4. KIND OF BUSINESS: Military
5. NAME OF SUPERVISOR: Col. John Magruder
6. TITLE OF JOB: Marine Corps Museum Attendant
7. SALARY OR EARNINGS: $100.00 PER month
8. CLASS. GRADE (If Federal Service): Cpl. (E4)

SECTION IV CONTINUED TO PAGE 7

SECTION IX CONTINUED FROM PAGE 4

5

9. DESCRIPTION OF DUTIES

Acted as guide to all visitors entering Museum, explaining Marine Corps history, etc. Also on several occasions acted as interpreter for visiting military personnel from Latin America.

10. REASONS FOR LEAVING

Discharged

6

1. INCLUSIVE DATES (From and To - Mo. and Yr.): July 24, 1961 - August 30, 1961

2. NAME OF EMPLOYING FIRM OR AGENCY: Ohio Valley Engineering Company

3. ADDRESS (No., Street, City, State, Country): S. Capitol and I Streets, S. W., Washington, D. C.

4. KIND OF BUSINESS: Construction

5. NAME OF SUPERVISOR: Mr. L. G. Brice

6. TITLE OF JOB: Laborer

7. SALARY OR EARNINGS: $ 2.17 per hour

8. CLASS, GRADE (If Federal Service):

9. DESCRIPTION OF DUTIES

Handyman for Company

10. REASONS FOR LEAVING

Temporary work while seeking permanent employment.

7

1. INCLUSIVE DATES (From and To - Mo. and Yr.)

2. NAME OF EMPLOYING FIRM OR AGENCY

3. ADDRESS (No., Street, City, State, Country)

4. KIND OF BUSINESS

5. NAME OF SUPERVISOR

6. TITLE OF JOB

7. SALARY OR EARNINGS $ PER

8. CLASS, GRADE (If Federal Service)

9. DESCRIPTION OF DUTIES

10. REASONS FOR LEAVING

8. IF PRIOR SERVICE WITH THE FEDERAL GOVERNMENT IS NOTED ABOVE, INDICATE THE NUMBER OF YEARS CREDITABLE TOWARD U.S. CIVIL SERVICE RETIREMENT, IF KNOWN: 7 1/2 years

9. HAVE YOU EVER BEEN DISCHARGED OR ASKED TO RESIGN FROM ANY POSITION: X YES ☐ NO

HAVE YOU LEFT A POSITION UNDER CIRCUMSTANCES WHICH YOU DESIRE TO EXPLAIN: ☐ YES X NO

IF YOUR ANSWER TO EITHER OR BOTH QUESTIONS IS "YES", GIVE DETAILS

Honorably discharged from United States Marine Corps.

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SECTION X — **MILITARY SERVICE**

1. CURRENT DRAFT STATUS

1. ARE YOU REGISTERED FOR THE DRAFT UNDER THE UNIVERSAL MILITARY TRAINING AND SERVICE ACT OF 1948 (As amended)? X YES / NO
2. SELECTIVE SERVICE CLASSIFICATION: 5-A
3. SELECTIVE SERVICE NO.: 41-65-35-157
4. IF DEFERRED, GIVE REASON: NA
5. LOCAL DRAFT BOARD NO. OR DESIGNATION AND ADDRESS: #65 - 111 1/2 E. San Antonio St., [illegible], Texas

2. MILITARY SERVICE RECORD

1. CURRENT AND OR PAST ORGANIZATIONAL MEMBERSHIP

CHECK (X) AS APPROPRIATE	ARMY	NAVY	MARINE CORPS	AIR FORCE	COAST GUARD	MERCHANT MARINE	NATIONAL GUARD	AIR NATIONAL GUARD	FOREIGN ORGAN. OR MIL. SERVICE (Specify)
HAVE SERVED			X						
NOW SERVING									None

2. BRANCH OR CORPS OF ABOVE CHECKED ORGANIZATION(S): Personnel Administration
3. DATE SEPARATED FROM EXTENDED ACTIVE DUTY (Past service): 25 July 1961
4. TOTAL LENGTH OF EXTENDED ACTIVE DUTY IN U.S. ARMED FORCES (Past or current service): 4 years
5. DATE ENTERED ACTIVE DUTY — PAST SERVICE: 26 July 1957 — CURRENT SERVICE:
6. TOTAL LENGTH OF ACTIVE DUTY IN FOREIGN MILITARY ORGANIZATION:
7. RANK, GRADE OR RATE — PAST SERVICE: Cpl. (E-4) — CURRENT SERVICE:
8. SERVICE SERIAL OR FILE NUMBER (If now serving, provide current number):
9. PRIMARY MILITARY OCCUPATIONAL SPECIALTY (Mos or Designator) AND TITLE — PAST SERVICE: 0141 - Chief Clerk — CURRENT SERVICE:
10. SECONDARY MIL. OCCUPATIONAL SPECIALTY (Mos or Designator) AND TITLE — PAST SERVICE: None — CURRENT SERVICE:
11. BRIEF DESCRIPTION OF MILITARY DUTIES (Indicate whether applicable to past or current service)

Past Service: Clerk - Maintained personnel service records.
2 years as Security Guard in the American Embassies in La Paz, Bolivia and Lima, Peru.

12. CHECK (X) TYPE OF SEPARATION FROM ACTIVE DUTY

X	HONORABLE DISCHARGE	RETIREMENT FOR SERVICE	UNDUE HARDSHIPS
X	RELEASE TO INACTIVE DUTY	RETIREMENT FOR COMBAT DISABILITY	OTHER:
	RETIREMENT FOR AGE	RETIREMENT FOR PHYSICAL DISABILITY	

13. CHECK (X) COMPONENT IN WHICH YOU SERVED

X REGULAR — X RESERVE (Including the National and Air National Guard) — OTHER (Including AUS)

3. MILITARY RESERVE, NATIONAL GUARD AND ROTC STATUS

1. DO YOU NOW HAVE RESERVE STATUS? X YES / NO
2. ARE YOU NOW A MEMBER OF THE NAT'L GRD OR AIR NAT'L GRD? YES / X NO
3. ARE YOU NOW A MEMBER OF THE ROTC? YES / X NO

4. IF YOU HAVE ANSWERED "YES" TO ITEMS 1, 2 OR 3 ABOVE, CHECK COMPONENT MEMBERSHIP BELOW

ARMY	X MARINE CORPS	NATIONAL GUARD	COAST GUARD	NAVY ROTC	INDICATE ROTC CATEGORY NUMBER
NAVY	AIR FORCE	AIR NAT'L GUARD	ARMY ROTC	AIR FORCE ROTC	

5. CURRENT RANK, GRADE OR RATE: Cpl. (E-4)
6. DATE OF APPOINTMENT IN CURRENT RANK: May, 1959
7. EXPIRATION DATE OF CURRENT RESERVE OBLIGATION: January 22, 1962
8. CHECK (X) CURRENT RESERVE CATEGORY: READY RESERVE — STANDBY (Active) X — STANDBY (Inactive) — RETIRED
9. PRIMARY MILITARY OCCUPATIONAL SPECIALTY (Mos or Designator) AND TITLE: 0141
10. SECONDARY MILITARY OCCUPATIONAL SPECIALTY (Mos or Designator) AND TITLE: None
11. BRIEF DESCRIPTION OF MILITARY RESERVE DUTIES

None

12. ARE YOU CURRENTLY ASSIGNED OR ATTACHED TO A RESERVE, NAT'L. GUARD OR ROTC TRAINING UNIT? YES / X NO
13. IF YOU HAVE ANSWERED "YES" TO ITEM 12, GIVE UNIT OR AGENCY AND ADDRESS
14. HAVE YOU A MILITARY MOBILIZATION ASSIGNMENT? YES / X NO
15. IF YOU HAVE ANSWERED "YES" TO ITEM 14, GIVE UNIT OR AGENCY AND ADDRESS
16. INDICATE TOTAL MILITARY SERVICE FOR LONGEVITY PURPOSES (INCLUDING ACTIVE AND INACTIVE DUTY): YEARS 7 — MONTHS 7
17. WHERE ARE YOUR SERVICE RECORDS KEPT? Headquarters Marine Corps, Washington 25, D.C.

SECTION XI — **FINANCIAL STATUS**

1. ARE YOU ENTIRELY DEPENDENT ON YOUR SALARY? ☐ YES X NO

2. IF YOUR ANSWER IS "NO" TO THE ABOVE STATE SOURCES OF OTHER INCOME

Wife's Income

3. BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS

NAME OF INSTITUTION	ADDRESS (City, State, Country)
The Bank of California, N.A.	330 S.W. 6th Avenue, Portland, Oregon
Union Trust Company	15 and H Streets, N.W., Washington, D.C.

4. HAVE YOU EVER BEEN IN OR PETITIONED FOR BANKRUPTCY ☐ YES X NO

5. IF YOUR ANSWER IS "YES" TO THE ABOVE, GIVE PARTICULARS INCLUDING COURT AND DATE(S)

6. GIVE THREE CREDIT REFERENCES IN THE UNITED STATES

NAME	ADDRESS (No., Street, City, State)
General Motors Acceptance Corp.	1310 S.W. Yamhill Street, Portland 5, Oregon
Gulf Oil Corporation	P.O. Box 7225, Atlanta 9, Georgia
Hinde Furniture Company	917 Caroline Street, Fredericksburg, Virginia

7. DO YOU RECEIVE AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT, PENSION OR COMPENSATION FOR MILITARY OR NAVAL SERVICE? ☐ YES X NO

8. IF YOUR ANSWER IS "YES" TO THE ABOVE QUESTION GIVE COMPLETE DETAILS

9. DO YOU HAVE ANY FINANCIAL INTEREST IN OR OFFICIAL CONNECTIONS WITH NON-U.S. CORPORATIONS OR BUSINESSES, OR IN OR WITH U.S. CORPORATIONS OR BUSINESSES HAVING SUBSTANTIAL FOREIGN INTERESTS?

☐ YES X NO *(If answer "YES", furnish details in separate sheet.)*

SECTION XII — **MARITAL STATUS**

1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, or Annulled) SPECIFY: Married

2. STATE DATE, PLACE AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS

NA

WIFE, HUSBAND OR FIANCE — If you have been married more than once, including annulments, use a separate sheet for former wife or husband giving data required below for all previous marriages. If marriage contemplated, fill in appropriate information for fiance.

3. NAME (First) Dorothy (Middle) Anne (Maiden) Arnett (Last) Flores

4. STATE ANY OTHER NAMES EVER USED: Dorothy A. Moran

INDICATE CIRCUMSTANCES (Including length of time) UNDER WHICH ANY OF THESE NAMES WERE USED. IF LEGAL CHANGE GIVE PARTICULARS (where and by what authority). USE EXTRA SPACE PROVIDED ON PAGE 16 OF THIS FORM TO RECORD THIS INFORMATION.

5. DATE OF MARRIAGE: November 14, 1960 — 6. PLACE OF MARRIAGE (City, State, Country): Lima, Peru

7. HIS (OR HER) ADDRESS BEFORE MARRIAGE (No., Street, City, State, Country): American Embassy, La Paz, Bolivia

8. LIVING: X YES ☐ NO — 9. DATE OF DEATH: — 10. CAUSE OF DEATH:

11. CURRENT ADDRESS (Give last address if deceased): 2929 Connecticut Ave., N.W., #203, Washington 8, D.C.

12. DATE OF BIRTH: January 31, 1935 — 13. PLACE OF BIRTH (City, State, Country): Portland, Oregon — 14. CITIZENSHIP: United States of A.

SECTION XII CONTINUED FROM PAGE [illegible]

14. IF BORN OUTSIDE U.S. - DATE OF ENTRY: NA
15. PLACE OF ENTRY: NA

16. FORMER CITIZENSHIP(S) (Country-ies): NA
17. DATE U.S. CITIZENSHIP ACQUIRED: NA
18. WHERE ACQUIRED (City, State, Country): NA

19. OCCUPATION: Legal Secretary
20. PRESENT EMPLOYER (Give name of former employer, or if spouse deceased or unemployed give last two employers): Boykin and De Francis; Former: Department of State

21. EMPLOYER'S OR BUSINESS ADDRESS (No., Street, City, State, Country): 1000 16th St., N.W., Suite 603, Washington D.C.

22. DATES OF MILITARY SERVICE (From and to - Dy Mo. and Yr.): None

23. BRANCH OF SERVICE:
24. COUNTRY WITH WHICH MILITARY SERVICE AFFILIATED:

25. DETAILS OF OTHER GOVERNMENT SERVICE, U.S. OR FOREIGN: Foreign Service - Jan., 1953 - Oct., 1960; Civil Service - [illegible] - [illegible]

SECTION XIII — CHILDREN AND OTHER DEPENDENTS

1. PROVIDE THE FOLLOWING INFORMATION FOR ALL CHILDREN AND DEPENDENTS

NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	ADDRESS
None				

2. NUMBER OF CHILDREN (Including step-children and adopted children) WHO ARE UNMARRIED, UNDER 21 YRS. OF AGE, AND NOT SELF-SUPPORTING.

3. NUMBER OF OTHER DEPENDENTS (Including spouse, parents, [illegible]) WHO DEPEND ON YOU FOR AT LEAST [illegible] OF THE[IR] SUPPORT, OR CHILDREN OVER 21 YRS. OF AGE WHO ARE NOT SELF-SUPPORTING.

SECTION XIV — FATHER (Give same information for Stepfather and/or Guardian on a separate sheet)

1. FULL NAME (Last-First-Middle): Jose S. Flores
2. LIVING: X YES / NO
3. DATE OF DEATH:
4. CAUSE OF DEATH:

5. STATE OTHER NAMES HE HAS USED: None
INDICATE CIRCUMSTANCES (Including length of time) UNDER WHICH HE HAS EVER USED THESE NAMES. IF LEGAL CHANGE, GIVE PARTICULARS (where and by what authority). USE EXTRA SPACE PROVIDED ON PAGE 18 OF THIS FORM TO RECORD THIS INFORMATION.

6. CURRENT ADDRESS - Give last address, if deceased (No., Street, City, State, Country): 501 S. Guadalupe Street, San Marcos, Texas

7. DATE OF BIRTH: December 2[illegible], [illegible]
8. PLACE OF BIRTH (City, State, Country): [illegible], Mexico
9. CITIZENSHIP: USA

10. IF BORN OUTSIDE U.S. - DATE OF ENTRY: May 2[illegible], 1913
11. PLACE OF ENTRY: Unknown

12. FORMER CITIZENSHIP(S) (Country-ies): Mexican
13. DATE U.S. CITIZENSHIP ACQUIRED: 19[illegible]
14. WHERE ACQUIRED (City, State, Country): Austin, Texas

15. OCCUPATION: Baptist Minister
16. PRESENT EMPLOYER (Give last employer, if Father is deceased or unemployed): Mexican Baptist Church

17. EMPLOYER'S BUSINESS ADDRESS OR FATHER'S BUSINESS ADDRESS IF SELF-EMPLOYED: 501 S. Guadalupe Street, San Marcos, Texas

18. DATES OF MILITARY SERVICE (From and to); 19. BRANCH OF SERVICE: To my knowledge never ~~served in any military service~~
20. COUNTRY:

21. DETAILS OF OTHER GOVERNMENT SERVICE, U.S. OR FOREIGN:

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SECTION XV — **MOTHER** (Give same information for Stepmother on separate sheet)

1. FULL NAME (Last-First-Middle)	2. LIVING	3. DATE OF DEATH	4. CAUSE OF DEATH
Flores, Agustina	YES / X NO	June 19[illegible]	Unknown

5. STATE OTHER NAMES SHE HAS USED	INDICATE CIRCUMSTANCES (including length of time) UNDER WHICH SHE HAS EVER USED THESE NAMES. IF LEGAL CHANGE, GIVE PARTICULARS (where and by what authority). USE EXTRA SPACE PROVIDED ON PAGE 13 OF THIS FORM TO RECORD THIS INFORMATION.
None to my knowledge	

6. CURRENT ADDRESS - GIVE LAST ADDRESS, IF DECEASED (No., Street, City, State, Country)
S. Austin and Lee Streets, San Marcos, Texas

7. DATE OF BIRTH	8. PLACE OF BIRTH (City, State, Country)	9. CITIZENSHIP
September 20, 190[illegible]	Mier y Noriega, Nuevo Leon, Mexico	Mexican

10. IF BORN OUTSIDE U.S. - DATE OF ENTRY	11. PLACE OF ENTRY
Unknown	Unknown

12. FORMER CITIZENSHIP(S) (Country(ies))	13. DATE U.S. CITIZENSHIP ACQUIRED	14. WHERE ACQUIRED (City, State, Country)
NA	NA	NA

15. OCCUPATION	16. PRESENT EMPLOYER (Give last employer, if Mother is deceased or unemployed)
Housewife	NA

17. EMPLOYER'S BUSINESS ADDRESS OR MOTHER'S BUSINESS ADDRESS IF SELF EMPLOYED
NA

18. DATES OF MILITARY SERVICE (From-and-To)	19. BRANCH OF SERVICE	20. COUNTRY
NA	NA	NA

21. DETAILS OF OTHER GOVERNMENT SERVICE, U.S. OR FOREIGN
NA

SECTION XVI — **BROTHERS AND SISTERS** (Including Half-, Step- and Adopted Brothers and Sisters)

	1. FULL NAME (Last-First-Middle) / 4. CURRENT ADDRESS (No., Street, City, Zone, State, Country)	2. RELATIONSHIP	3. CITIZENSHIP (Country)	5. LIVING	6. AGE
1	Patlan, Frances / 631 S. River St., Seguin, Texas	Sister	U.S. of America	X YES	[illegible]
2	Renteria, Rachel / 311 Lambert St., San Antonio, Texas	Sister	U.S. of America	X YES	39
3	Black, Rebecca Mary / 501 S. Guadalupe St., San Marcos, Texas	Sister	U.S. of America	X YES	3[illegible]
4	Flores, Samuel / Rosemary and [illegible], Seguin, Texas	Brother	U.S. of America	X YES	3[illegible]
5	Flores, Joe / [illegible], San [illegible], Texas	Brother	U.S. of America	X YES	[illegible]
6	[illegible], Esther / [illegible] St., [illegible], Virginia	Sister	U.S. of America	X YES	[illegible]
7	Flores, [illegible] / [illegible]	Brother	U.S. of America	[illegible]	[illegible]
8	Flores, Juan / [illegible]	Brother	U.S. of America	[illegible]	[illegible]

SECTION XVII — **FATHER-IN-LAW**

1. FULL NAME (Last-First-Middle)	2. LIVING	3. DATE OF DEATH	4. CAUSE OF DEATH
Arnett, Carl Raymond	X YES / NO		

5. STATE OTHER NAMES HE HAS USED	INDICATE CIRCUMSTANCES (Including length of time) UNDER WHICH HE HAS EVER USED THESE NAMES. IF LEGAL CHANGE, GIVE PARTICULARS (where and by what authority). USE EXTRA SPACE PROVIDED ON PAGE 15 OF THIS FORM TO RECORD THIS INFORMATION.
Ray	

6. CURRENT OR LAST ADDRESS (No., Street, City, State, Country)
4505 Washington St., Milwaukie, 22, Oregon

7. DATE OF BIRTH	8. PLACE OF BIRTH (City, State, Country)	9. CITIZENSHIP
January 2, 1909	Minot, North Dakota	U.S. of America

10. IF BORN OUTSIDE U.S. - DATE OF ENTRY	11. PLACE OF ENTRY
NA	NA

12. FORMER CITIZENSHIP(S) (Country(ies))	13. DATE U.S. CITIZENSHIP ACQUIRED	14. WHERE ACQUIRED (City, State, Country)
NA	NA	NA

15. OCCUPATION	16. PRESENT EMPLOYER (Give last employer, if Father-in-Law is deceased or unemployed)
Warehouse Foreman	Rudy Wilhelm Inc., Portland, Oregon

SECTION XVIII — **MOTHER-IN-LAW**

1. FULL NAME (Last-First-Middle)	2. LIVING	3. DATE OF DEATH	4. CAUSE OF DEATH
Tompkins, Alma Dean	X YES / NO		

5. STATE OTHER NAMES SHE HAS USED	INDICATE CIRCUMSTANCES (Including length of time) UNDER WHICH SHE HAS EVER USED THESE NAMES. IF LEGAL CHANGE, GIVE PARTICULARS (where and by what authority). USE EXTRA SPACE PROVIDED ON PAGE 15 OF THIS FORM TO RECORD THIS INFORMATION.
Alma Dean Arnett	

6. CURRENT OR LAST ADDRESS (No., Street, City, State, Country)
13920 S.E. Portland View Place, Portland 36, Oregon

7. DATE OF BIRTH	8. PLACE OF BIRTH (City, State, Country)	9. CITIZENSHIP
May 4, 1910	Portland, Oregon	U.S. of Americ

10. IF BORN OUTSIDE U.S. - DATE OF ENTRY	11. PLACE OF ENTRY
NA	NA

12. FORMER CITIZENSHIP(S) (Country(ies))	13. DATE U.S. CITIZENSHIP ACQUIRED	14. WHERE ACQUIRED (City, State, Country)
NA	NA	NA

15. OCCUPATION	16. PRESENT EMPLOYER (Give last employer, if Mother-in-Law is deceased or unemployed)
Homemaker	

SECTION XIX — RELATIVES BY BLOOD, MARRIAGE OR ADOPTION WHO EITHER (1) LIVE ABROAD, (2) ARE NOT U.S. CITIZENS OR (3) WORK FOR A FOREIGN GOVERNMENT

No.	1. FULL NAME (Last-First-Middle)	2. RELATIONSHIP	3. AGE
2	None to my knowledge		
	4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES	5. EMPLOYED BY	
	6. CITIZENSHIP (Country)	7. FREQUENCY OF CONTACT	8. DATE OF LAST CONTACT
3	1. FULL NAME (Last-First-Middle)	2. RELATIONSHIP	3. AGE
	4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES	5. EMPLOYED BY	
	6. CITIZENSHIP (Country)	7. FREQUENCY OF CONTACT	8. DATE OF LAST CONTACT
4	1. FULL NAME (Last-First-Middle)	2. RELATIONSHIP	3. AGE
	4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES	5. EMPLOYED BY	
	6. CITIZENSHIP (Country)	7. FREQUENCY OF CONTACT	8. DATE OF LAST CONTACT
5	1. FULL NAME (Last-First-Middle)	2. RELATIONSHIP	3. AGE
	4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES	5. EMPLOYED BY	
	6. CITIZENSHIP (Country)	7. FREQUENCY OF CONTACT	8. DATE OF LAST CONTACT

SECTION XIX CONTINUED FROM PAGE 12

6. SPECIAL REMARKS, IF ANY, CONCERNING RELATIVES NOTED IN SECTION XIX ABOVE

NA

SECTION XX RELATIVES BY BLOOD, MARRIAGE OR ADOPTION WHO ARE IN THE MILITARY OR CIVIL SERVICE OF THE UNITED STATES

	1. NAME (Last-First-Middle)	2. RELATIONSHIP	3. AGE	4. CITIZENSHIP
1	Arnett, Raymond Wesley	Bro-in-law	2[illegible]	U.S. of America
	5. ADDRESS (No., Street, City, State, Country): U.S. Army Depot, Pueblo, Colorado	6. TYPE AND LOCATION OF SERVICE (If known):		
2	Miller, Claude	2nd Cousin	Unk	U.S. of America
	5. ADDRESS (No., Street, City, State, Country): Air Station, Quantico, Virginia	6. TYPE AND LOCATION OF SERVICE (If known): Aviation - 1st S. S., USMC		
3				
	5. ADDRESS (No., Street, City, State, Country):	6. TYPE AND LOCATION OF SERVICE (If known):		

SECTION XXI REFERENCES, ACQUAINTANCES, AND NEIGHBORS

1. LIST FIVE CHARACTER REFERENCES NOT RELATIVES IN THE U.S. WHO KNOW YOU INTIMATELY

NAME (Last-First Middle)	BUSINESS ADDRESS (No., Street, City and State)	RESIDENCE ADDRESS (No., Street, City and State)
Mr. and Mrs. José Espinosa	S. Guadalupe St., San Marcos, Texas	San Marcos, Texas
Rev. Carlos Paredes	First Baptist Church Austin, Texas	Austin, Texas
Mr. Thaxter L. Goodell	2430 E. St., N.W., Washington, D.C.	3712 Jason Avenue, Alexandria, Virginia
Mr. Alfred Beaty	Dept. of Agriculture	1711 Massachusetts Ave., Washington, D.C.
Cpl. Michael Hennessy	The American Embassy, Lima, Peru	172 Bartolome Herrera, Miraflores, Lima, Peru

2. LIST FIVE PERSONS IN THE U.S. WHO KNOW YOU SOCIALLY - NOT RELATIVES, SUPERVISORS OR EMPLOYERS

NAME (Last First Middle)	BUSINESS ADDRESS (No., Street, City and State)	RESIDENCE ADDRESS (No., Street, City and State)
Mr. Howard Hickland Jr.	Department of State, Washington 25, D.C.	Hilltop House, [illegible] St., [illegible], D.C.
Mr. Max Pine		3571 Section Road, Cincinnati 36, Ohio
Miss Mary Ann Newman	Department of State, Washington 2_, D.C.	Allen Lee Hotel, 23rd & F Sts., N.W., Wash., D.C.
Miss Ruth P. Stewart		601 Cascade, Boulder, Colorado
Mrs. Bea Lux		173 Bartolome Herrera, Miraflores, Lima, Peru

3. LIST THREE NEIGHBORS AT YOUR MOST RECENT NORMAL RESIDENCE IN THE U.S.

NAME (Last First Middle)	BUSINESS ADDRESS (No., Street, City and State)	RESIDENCE ADDRESS (No., Street, City and State)
Miss Nancy Payne		402 Hanover St., Fredericksburg, Virginia
Lt. and Mrs. William Paulman		c/o Leo Poltz, Route 1, [illegible]

SECTION XXII — CLUBS, SOCIETIES AND OTHER ORGANIZATIONS

NOTE: List names and addresses of all clubs, societies, professional societies, employee groups or organizations of any kind (include membership in or support of any organization having headquarters or branch in a foreign country) to which you belong or have belonged.

NAME AND CHAPTER	ADDRESS (Number, Street, City, State, Country)	DATES OF MEMBERSHIP FROM	TO
Spanish Club	San Marcos High School, San Marcos, Texas	Sept., 195[illegible]	May 195[illegible]
Distributive Education Club	San Marcos High School, San Marcos, Texas	Sept., 19[illegible]	May 195[illegible]
Baptist Youth Organization	First Mexican Baptist Church, San Marcos, Tex.	Jan., 1957	May 1957

SECTION XXIII — RESIDENCES FOR THE PAST 15 YEARS

ADDRESS - LAST RESIDENCE FIRST (Number, Street, City, State, Country)	INCLUSIVE DATES FROM	TO
4736 Kenmore Ave., #201, Alexandria, Virginia	March 1961	Aug., 1961
402 Hanover St., Fredericksburg, Virginia	Dec., 1960	Mar., 1961
172 Bartolome Herrera, Miraflores, Lima, Peru	Jan., 1960	[illegible]
USIS Building, 3rd & 4th Floors, Calle Potosi, La Paz, Bolivia	Nov., 195[illegible]	Jan., 19[illegible]
"B" Company, Headquarters Marine Corps, Henderson Hall, Washington 25, D.C.	Sept., 195[illegible]	Nov., 19[illegible]
Cold Weather Training Battalion, Pickle Meadows, Bridgeport, California	Jan., 195[illegible]	Aug., 19[illegible]
Marine Corps Base, 29 Palms, California	Dec., 1957	Jan., 1958
Marine Corps Recruit Depot, San Diego, California	[illegible], 1957	Nov., 1957
Marine Corps Base, Camp Pendleton, California	Nov., 1957	Dec., 1957
501 S. Guadalupe St., San Marcos, Texas	May 1956	July, 1957
Howard Payne College, Brownwood, Texas	Sept., 1955	May, 1956
501 S. Guadalupe St., San Marcos, Texas	19[illegible]	Sept., 1955

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SECTION XXIV — ADDITIONAL INFORMATION

1. DO YOU ADVOCATE OR HAVE YOU EVER ADVOCATED, OR ARE YOU NOW OR HAVE YOU EVER BEEN A MEMBER OF, OR HAVE YOU EVER SUPPORTED OR BEEN ASSOCIATED WITH ANY POLITICAL PARTY, INDIVIDUAL OR ORGANIZATION WHICH ADVOCATES OR TEACHES THE OVERTHROW OF THE CONSTITUTIONAL FORM OF THE GOVERNMENT OF THE UNITED STATES BY FORCE, VIOLENCE OR OTHER UNCONSTITUTIONAL MEANS OR SEEKS BY FORCE OR VIOLENCE TO DENY PERSONS THEIR RIGHTS UNDER THE CONSTITUTION OF THE UNITED STATES? ☐ YES ☒ NO

2. IF YOU HAVE ANSWERED "YES" TO THE ABOVE QUESTION EXPLAIN

3. DO YOU USE OR HAVE YOU EVER USED INTOXICANTS? ☐ YES ☒ NO — 4. IF SO, TO WHAT EXTENT?

5. DO YOU USE OR HAVE YOU EVER USED NARCOTICS? ☐ YES ☒ NO — 6. IF SO TO WHAT EXTENT?

7. HAVE YOU EVER BEEN A MEMBER OF, OR SUPPORTED OR HAD ANY CONNECTIONS WITH A FOREIGN INTELLIGENCE ORGANIZATION OR ITS ACTIVITIES? ☐ YES ☒ NO — IF ANSWER IS "YES", GIVE COMPLETE DETAILS

8. LIST BELOW THE NAMES OF GOVERNMENT DEPARTMENTS, AGENCIES OR OFFICES TO WHICH YOU HAVE APPLIED FOR EMPLOYMENT SINCE 1940

I served 4 years in the United States Marine Corps.

9. IF TO YOUR KNOWLEDGE, ANY OF THE ABOVE HAVE CONDUCTED AN INVESTIGATION OF YOU, INDICATE THE NAME OF THE AGENCY AND THE APPROXIMATE DATE OF THE INVESTIGATION.

An investigation (I do not know by whom) was conducted prior to my departure for Bolivia where I was attached to the American Embassy. This investigation took place during August and September of 1958.

NOTE SPECIAL INSTRUCTIONS: If your answer is "YES" to the following Questions 10, 11 or 12, provide the information requested for each question on a separate, signed sheet and attach the sheet to this form in a sealed envelope.

10. HAVE YOU, OR TO YOUR KNOWLEDGE HAS YOUR SPOUSE, EVER BEEN DETAINED, ARRESTED, INDICTED OR CONVICTED FOR ANY VIOLATION OF THE LAW OTHER THAN A MINOR TRAFFIC VIOLATION IN THE UNITED STATES OR ABROAD? IF SO, STATE NAME OF COURT, CITY, STATE, COUNTRY, DATE, NATURE OF OFFENSE AND DISPOSITION OF CASE IN ACCORDANCE WITH THE SPECIAL INSTRUCTION ABOVE ☐ YES ☒ NO

11. HAVE YOU EVER BEEN ARRESTED, COURT-MARTIALED OR OTHERWISE PUNISHED UNDER MILITARY LAW OR REGULATION? IF SO DESCRIBE INCIDENT(S) AND PROVIDE DATE(S) OF OCCURRENCE ON SEPARATE SHEET IN ACCORDANCE WITH SPECIAL INSTRUCTIONS ABOVE. ☐ YES ☒ NO

12. ARE THERE ANY UNFAVORABLE INCIDENTS IN YOUR LIFE, NOT MENTIONED ABOVE, WHICH MAY BE DISCOVERED IN SUBSEQUENT INVESTIGATION, WHETHER YOU WERE DIRECTLY INVOLVED OR NOT, WHICH MIGHT REQUIRE EXPLANATION? IF SO, DESCRIBE INCIDENT(S) AND PROVIDE DATE(S) OF OCCURRENCE ON SEPARATE SHEET IN ACCORDANCE WITH SPECIAL INSTRUCTIONS ABOVE ☐ YES ☒ NO

SECTION XXV — PERSON TO BE NOTIFIED IN CASE OF EMERGENCY

1. NAME (First-Middle-Last)	2. RELATIONSHIP
Mrs. Daniel Flores	Wife
3. HOME ADDRESS (No., Street, City, Zone, State, Country)	**4. HOME PHONE NO.**
2928 Conn. Ave., #303, Washington 8, D.C.	265-3122
5. BUSINESS ADDRESS (No., Street, City, Zone, State, Country) - INDICATE NAME OF FIRM OR EMPLOYER, IF APPLICABLE	**6. BUSINESS PHONE NO. & EXT.**
Boykin and De Francis 1000 16th St., Suite 603, Washington 6, D.C.	DI 7-5444

7. IN CASE OF EMERGENCY OTHER CLOSE RELATIVES (Spouse, Mother, Father) MAY ALSO BE NOTIFIED IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS PLEASE SO STATE

In all cases wife: Relative, Mrs. Vicente Patlan, 631 S. River St., Seguin, Texas Telephone Fr 9-1057

SECTION XXVI — **CERTIFICATION**

YOU ARE INFORMED THAT THE CORRECTNESS OF ANY STATEMENT MADE IN THIS APPLICATION WILL BE INVESTIGATED.

I have read and understand the instructions. I Certify that the foregoing answers are true and correct to the best of my knowledge and belief. I agree that any misstatement or omission as to a material fact will constitute grounds for immediate dismissal or rejection of my application. I also understand that any false statement made herein may be punishable by law (U.S. Code, Title 18, Section 1001).

1. DATE OF SIGNATURE: September 5, 1961	2. SIGNATURE OF APPLICANT: Daniel Flores
3. SIGNED AT (City and State): Washington, District of Columbia	4. SIGNATURE OF WITNESS: [signature]

NOTE. Use the following space for extra details. Reference each continued item by section and item number to which it relates; sign your name at the end of the added material. If additional space is required use extra pages the same size as this page and sign each such page.

MARITAL STATUS: Item #4, Section XII
September 1, 1956 to October 6, 1956. Married to Lt. Col. Joseph G. Moran in Portland, Oregon, by Circuit Court Judge. Used name of Moran until November 14, 1960, when changed to Flores.

FATHER-IN-LAW: Item #5, Section XVII
Short name for Raymond

GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL: Item #1, Section VI

Argentina	2 July 1959 to 3 July 1959	Travel
Panama	10 November 1958 to 13 November 1958	Travel

SEE ATTACHED SHEET FOR PERTINENT INFORMATION RELATIVE TO STEP-MOTHER.

Signed at Washington, D. C., this 7th day of September, 1961.

Daniel Flores
Daniel Flores

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ATTACHMENT TO FORM NO. 444 - PERSONAL HISTORY STATEMENT

Section XV - STEPMOTHER

Full name: Concepcion R. Flores
Living: Yes
Other Names She Has Used: None to my knowledge
Current Address: 501 S. Guadalupe Street, San Marcos, Texas
Date of Birth: December 9, 1914
Place of Birth: Mexico
Citizenship: Mexican
If Born Outside U.S. - Date of Entry: December 8, 1922
Place of Entry: Unknown
Former Citizenships: None
Occupation: Homemaker and Missionary
Present Employer: Mexican Baptist Church, SanMarcos, Texas
Never served in Military or other Government service to my knowledge.

This paper is attached to and hereby made a part of Form No. 444.

Daniel Flores
Daniel Flores

14-00000

CONFIDENTIAL
(WHEN FILLED IN)

SECURITY APPROVAL

DATE : 19 January 1962

YOUR REFERENCE: 07100 OPEER

CASE NO. : 195221

TO : Director of Personnel

FROM : Director of Security

SUBJECT : FLORES, Daniel

1. This is to inform you of security approval of the subject person as follows:

   [xxx] Subject has been approved for the appointment specified in your request under the provisions of Regulations 10-210 and 20-730 including access to classified information through Top Secret as required in the performance of his duties.

   [ ] Subject has been approved for appointment under the authority of Paragraph 4(d) of Regulation 10-210, and under Regulation 20-730 including access to classified information through Top Secret as required in the performance of his duties.

2. Unless arrangements are made within 60 days for entrance on duty within 120 days, this approval becomes invalid.

3. As part of the entrance on duty processing:

   [xxx] A personal interview in the Office of Security must be arranged.

   [ ] A personal interview is not necessary.

   [ ]

FOR THE DIRECTOR OF SECURITY:

W. A. Osborne
W. A. OSBORNE
Chief, Personnel Security Division

2/1/62 EOD
[illegible]

FORM NO. 1173 REPLACES FORM 38-100 WHICH IS OBSOLETE
1 MAR 57

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